

## CENTERSTATE CEO'S NEW ONLINE CHAMBER SOLUTION – CLICK!

Click, a new digital chamber of commerce solution for CenterState CEO members, launched exclusively to members in April giving them an opportunity for a first look at the platform's unique features and benefits. A public launch is scheduled for early May.

Click provides access to on-demand resources such as videos, articles, and eBooks as well as expert-level support, available any time. With interactive features, the portal connects members to a community of peers and puts resources at their fingertips, so they can access them when it's most convenient.

This digital platform was created in response to an expressed interest by members for a place to interact directly with each other and make meaningful connections in an increasingly virtual world. It offers current and prospective members a more robust system of support, including relevant information and technical support, which can be requested directly through the portal.

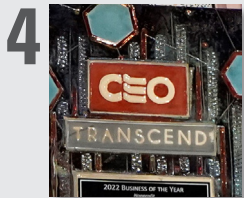
### click

Easy solutions. Expert resources. Small business simplified.

Your Local Chamber Connection



CenterState CEO Annual Meeting: *Transcend*



Meet the 2022 Business of the Year Winners



New Investor Focus



CenterState CEO Events: Small Business Toolbox Series Begins May 5

### Click Features & Services Include:

- ▶ **Click Community**, a space to network and gain insight from other members on shared challenges, find solutions, or connect with new customers and partners. Members can start or join a discussion or groups on various topical areas of interest to them.
- ▶ **Resource Library** with videos, articles and eBooks on a variety of key topics including Human Resources, Business Strategy, Marketing and more.
- ▶ **Cases**, to ask for support from a member of CenterState CEO's staff.

### How to Get Started

If you haven't logged in and joined the conversations you're missing out! **Go to [www.clickcny.com](http://www.clickcny.com) to log in, or register to start connecting with peers and CEO's expert staff.**

Already active on Click and think you might have some professional content to provide for the resource library? Reach out to CEO's Digital Platform Manager **Jessica Underwood** to share ideas or ask questions.

**We look forward to engaging with you on Click!**

**BUY Local BASH**

**Vendor Opportunities Still Available! Tickets on Sale Now!**

**May 19, 2022 | 4:30 to 7:30 p.m.**  
**CNY Regional Market, F Shed**

This fun and festive, one-of-a-kind, social, shopping and tasting event, presented by AmeriCU, features local merchants and vendors for a unique shopping experience. To become a **vendor** or **sponsor**, contact Beth Savicki or 315-657-0423. See page 20 for more details.

PRESENTING SPONSOR



# CENTERSTATE CEO ANNUAL MEETING: TRANSCEND

CenterState CEO held its first in-person Annual Meeting in two years, at the Convention Center at Oncenter. Focused on the theme **Transcend**, the event highlighted Central New York’s progress and explored shared efforts to achieve equitable growth for a stronger future.

In his message, CenterState CEO President Robert Simpson spoke about how the Central New York region is experiencing a moment of exceptional opportunity as it emerges from the pandemic.

“CEO’s Annual Meeting has always been a moment for our business community to come together and renew our shared sense of purpose to advancing the trajectory of our community and region,” said Simpson. “The past two years have tested our resolve, but Central New York has always faced its challenges head on. **Data driven strategies set into motion over the past decade have laid the foundation for progress we are seeing today, be that population gains, businesses investing in and creating jobs in the region, growth in our innovation ecosystem, or being positioned to compete for major federal investments, such as the Build Back Better Regional Challenge.** There is

more work ahead of us, and it’s imperative that our growth be inclusive to create greater economic opportunity for all. Central New York business leaders play an integral role as we look forward to working together to accelerate that progress and vision.”

The event included a keynote panel featuring Naria Santa Lucia, GM, Digital Inclusion and U.S. Community Engagement, Microsoft Philanthropies, and Jennifer Cruickshank, head of Public Policy and Community Engagement, at Amazon New York. The panel conversation focused on digital transformation, workforce inclusion, and the impact of community investment and collaboration.

Santa Lucia leads Microsoft’s global philanthropic strategy, overseeing grant investments and partnerships in digital skills, computer science education, and community and economic impact. Her focus centers on the goal of increasing jobs and livelihood opportunities for excluded people and communities in the digital economy, working in partnership with nonprofits, governments and private sector partners around the world to help millions of people thrive.



Watch Simpson’s remarks, the panel discussion and Business of the Year videos from the event.



CenterState CEO President Rob Simpson and keynote panelists Jennifer Cruickshank, Amazon New York, and Naria Santa Lucia, Microsoft Philanthropies, discuss digital transformation, workforce inclusion, and the impact of community investment and collaboration during CenterState CEO’s Annual Meeting.

## FEATURE STORIES

CenterState CEO Annual Meeting: Transcend .....	2
Meet the 2022 Business of the Year Winners .....	4
Syracuse Surge Procurement Pilot Seeks Applicants .....	5
Government Relations: New York Boots Up Effort to Lead U.S. Semiconductor R&D .....	6
CenterState CEO Ranks No. 24 as Best Company to Work for in NY .....	6
Syracuse Surge Coding Apprenticeship: Accepting Applications .....	7
CenterState CEO Develops New Real Estate Database: Add Your Site .....	7
GENIUS NY Applications Due May 31 .....	8

CNY Partners Make Connections at AUVSI ..	8
CEO Members Invited to Kingston-Syracuse Pathway Cross Border Conference .....	9
Brookings Metro Features Syracuse’s Approach to Inclusive Growth .....	9
Racial Equity and Social Impact: Embrace Religious Diversity in the Workplace .....	10
GOFCC: Project Bloom presented by Constellation .....	11

## MEMBER NEWS

New Investor Focus .....	12
Member Essentials .....	14
Member Milestones .....	14
New Partners .....	14

Economic Champion, presented by Solvay Bank: U.S. Materials Handling .....	15
CenterState CEO Ambassadors, presented by VISIONS Federal Credit Union .....	16

## PARTNER NEWS

NUAIR and SUNY Upstate Medical University Set Sights on Routine Drone Deliveries .....	18
Downtown Committee: Syracuse Festivals Fund - Applications Open for Round 2 .....	19

## EVENTS

Discover Northern Italy and its Lakes .....	18
Upcoming Events .....	20
CenterState CEO Virtual Events Educate & Inform Members .....	22

"I'm glad to join CenterState CEO and local business leaders to discuss the opportunities ahead for Central New York as we emerge from the pandemic," said Santa Lucia. "Microsoft recognizes the critical importance of partnering to bring accessible digital skills and training to communities across the globe. We commend the leadership being shown in Central New York and look forward to partnering to advance digital inclusion, create jobs and further economic opportunity."

As head of Public Policy and Community Engagement, Cruickshank leads Amazon's community and government relations efforts in New York, including Amazon's statewide policy priorities in Albany and work with local government officials across the state. She also engages with community organizations in the regions where Amazon has a presence, working with and providing support for not-for-profit service providers, educational institutions and arts and cultural organizations.

"Amazon has a robust and growing presence in central New York and we're committed to being not just a good employer here, but also a good neighbor," said Cruickshank. "We feel fortunate to partner with CenterState CEO, share some of our work in the community investment sphere and learn about what others are also doing to make the region even better."

"Microsoft and Amazon are two global tech leaders that have made it a priority to invest in communities, talent and the tech skills that are critical to the jobs and economy of the future," said Simpson. "The intentional strategies and collaborative initiatives that they are advancing offer a compelling call to action for our business community."



Rob Simpson, president, CenterState CEO, examines the opportunities Central New York is experiencing as it surfaces from the pandemic.



Read CenterState CEO's Annual Report at [www.centerstateceo.com/annualreport](http://www.centerstateceo.com/annualreport).

PRESENTING SPONSORS



CORPORATE SPONSORS



TECHNOLOGY SPONSOR



SUPPORTING SPONSORS



MEDIA SPONSOR



# MEET THE 2022 BUSINESS OF THE YEAR WINNERS

CenterState CEO congratulates its members honored as a 2022 Business of the Year. The awards recognize outstanding achievements of regional businesses and organizations. The accolades were presented by CenterState CEO Chair Melanie Littlejohn, VP - New York Jurisdiction, National Grid, and CenterState CEO President Rob Simpson, during CEO's Annual Meeting at the Convention Center at Oncenter last month. Me'Shae Brooks-Rolling, executive director of the Upstate Minority Economic Alliance, presented the Minority-owned Business award.



## **Raymour & Flanigan Furniture** **More than 50 Employees**

During the past year, Raymour & Flanigan experienced exceptional growth, including adding 300 employees, and investing more than \$25 million in capital expenditures. Its eCommerce revenue grew 40%, contributing to total company growth of more than 30%. To support this growth, the company invested in additional warehouse capacity, a multi-million-dollar transformation of its eCommerce platform, new store acquisitions and robust hiring campaigns. Raymour & Flanigan also earned designation as a Great Place to Work-Certified Company in 2021 for the fourth year in a row.

**Additional finalists: JMA Wireless, Oneida Nation Enterprises, LLC**



## **Wireless Business Group, LLC** **Fewer than 50 Employees**

When COVID-19 hit and employees were forced to work from home, companies added more wireless devices to their portfolios to help support their day-to-day operations — Wireless Business Group was ready to step in. In addition to its 16% increase in revenue last year, revenue has steadily increased each year since it opened its doors. WBG has helped its business partners reduce cellular expenses by an average of 18 to 20%, while reducing the time companies spend managing mobile solutions. In 2021, the Wireless Business Group received a 100% customer satisfaction rating. WBG has also donated thousands of dollars to local organizations over the past year to support and give back to the community.

**Additional finalists: It Takes a Village Family Daycare, Scientific Tool Co.**



## **Liberty Resources, Inc.** **Nonprofit**

Liberty Resources support nearly 18,000 individuals and families through its array of services, which it continually diversifies to meet the growing and changing needs of those it serves. In 2021, it filled nearly 300 vacant positions and expanded its overall employment to 1,600, in part to aid with crises brought on by the pandemic, providing support for mental health, substance abuse, child care and more, to our community. To provide the utmost quality experience to its patients, Liberty Resources relies upon one of its core values of diversity to fuel recruitment strategies, and it actively encourages growth opportunities and career development for its employees.

**Additional finalists: Food Bank of Central New York, Rescue Mission Alliance of Syracuse**



## **Kinney Drugs, Inc.** **Community Involvement**

Founded more than 118 years ago, Kinney Drugs has deep roots in Central New York and a strong legacy of giving back to the community. It contributes approximately \$1 million to nonprofits each year through its foundation; its pharmacists routinely donate their time to speak in schools, hospitals and other public forums; and it supports numerous local organizations in its facilities to host fundraiser and drives. The pandemic also highlighted Kinney's leadership role in community health and awareness, including its "Be the First to Know" COVID-19 communications program, helping keep the community up to date on CDC guidelines and vaccination availability.

**Additional finalists: CH Insurance, Drive Research**



**Gwen, Inc.**  
**Minority-owned Business - presented in partnership with the Upstate Minority Economic Alliance**

Gwen, Inc. is a premier private sector leadership development corporation based in Auburn, New York, with clients concentrated in New York state, and work that spans the country. The firm specializes in leadership development consultation; organization development consulting; executive coaching; strategic planning, and diversity, equity and inclusion strategy development. The company has distinguished itself in its industry, notably developing a specialized executive coaching practice for emerging and established women leaders of color, and by being intentional in its commitment to the community and the clients it serves. During the pandemic, it added additional capacity to accommodate the increased demand for its services and expertise. Gwen, Inc. also donates thousands of dollars in support of nonprofits and emerging women and minority entrepreneurs.

**Additional finalist: ACCESS Dental Laboratories**

## SYRACUSE SURGE PROCUREMENT PILOT SEEKS APPLICANTS

CenterState CEO is working with the City of Syracuse and Onondaga County, with support from JPMorgan Chase Foundation, on programs supporting workforce development and business growth in the emerging tech economy through Syracuse Surge.

**CenterState CEO is seeking five minority-, woman-, veteran- and/or disabled-owned businesses, also known as XBE businesses, in the industries of telecommunications, software development, digital customer service, electronics manufacturing and more, to take part in a procurement pilot program.** Businesses that are looking to grow their customer base, access services, and financial support to prepare to access procurement opportunities as part of Syracuse Surge should apply. This is a great opportunity to be connected to larger businesses or anchor institutions in the Syracuse area as selected XBE businesses will have their products or services in front of some of the largest buyers in the region.



**Who should apply for this program?**

- XBE business owners in the following categories: construction, digital customer service, advanced electronics manufacturing, advertising, telecommunications or software development.
- Businesses with 50 or fewer employees.
- Annual revenue of \$250,000 or more.
- Company has been in business for three or more years.

**Eligible Use of Funds:**

Costs incurred after acceptance into the program to support business development, including salary, equipment, training, rental or purchase of space, and other legitimate business expenses (except as noted below).

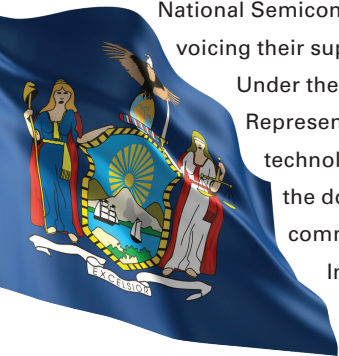
**Ineligible Use of Funds include, but are not limited to:**

Costs incurred before acceptance into the program; personal expenses; and illegal activities.

To apply for this procurement pilot program, contact **Honora Spillane**, senior director of Business and Economic Development at CenterState CEO.

# GOVERNMENT RELATIONS

## New York Boots Up Effort to Lead U.S. Semiconductor R&D



Members of New York’s Congressional delegation have signed on to an effort to persuade the Biden administration to locate a new National Semiconductor Technology Center (NSTC) in the state. Gov. Kathy Hochul and members of the state legislature are also voicing their support for this competitive push.

Under the CHIPS for America Act, which passed with bi-partisan support in both the Senate and the House of Representatives, federal funding would help establish a public-private consortium to build and operate a semiconductor technology center to serve as a national hub for advanced semiconductor research and prototyping that strengthens the domestic ecosystem. The NSTC would bring together industry, government, national labs, and academia around a common roadmap to drive innovations in semiconductors and develop the semiconductor workforce.

In a recent letter to Commerce Secretary Gina Raimondo, Senate Majority Leader Chuck Schumer, Senator Kirsten Gillibrand, Representative John Katko and the rest of the members of the New York delegation said, “New York is uniquely positioned to alleviate the short-term chip shortage that is crimping economic growth, while simultaneously propelling long-term American semiconductor innovation.”

The letter noted that New York currently has 85 semiconductor sites employing more than 34,000 people and driving an annual wage impact of more than \$3.5 billion. Furthermore, with the White Pine Commerce Park site, in Cicero, seen as one of the most desirable available sites in the nation for semiconductor development, New York has room for significant additional growth.

In 1990, the U.S. produced 37% of the world’s semiconductors; today, the U.S. share is 12%. In an effort to re-shore semiconductor production, the CHIPS for America Act would allocate \$52 billion to support new manufacturing facilities and invest in R&D for the next generation of semiconductor technologies. The CHIPS for America Act is currently being reconciled in a House-Senate conference committee. It is anticipated that it could be signed into law this spring.

To learn more, contact **Kevin Schwab**, VP, Public Policy and Government Relations, at CenterState CEO.

## CENTERSTATE CEO RANKS NO. 24 AS BEST COMPANY TO WORK FOR IN NY

CenterState CEO is proud to again be named as one of the **Best Companies to Work for in New York**, among 75 companies selected this year. CEO’s ranking was recently announced, placing the organization as 24th in the small company category.



CenterState CEO is honored to receive this statewide award. Congratulations to those members who were also recognized this year. [See the complete list of winners.](#)



CenterState CEO staff gathers to celebrate its ranking as one of the 2022 Best Companies to Work for in New York.

# SYRACUSE SURGE CODING APPRENTICESHIP: ACCEPTING APPLICATIONS

CenterState CEO is working with Le Moyne College's ERIE21 to launch the Syracuse Surge Coding Apprenticeship, which is designed to help women and people of color, with mid-level coding skills, enter careers in the software/coding industry.

The 12-month program begins with a month-long pre-apprenticeship training where participants hone the digital, technical and soft skills necessary to enter full-time employment. Each apprentice then has the opportunity to enter a full-time, paid apprenticeship role with a local employer partner, including Thales, Sidearm Sports, Terakeet and more. Apprenticeship positions include junior and entry-level software developer, quality assurance analyst and data analyst. Through the apprenticeship, participants will be supported by the Syracuse Surge Coding Apprenticeship program coordinator, who will provide ongoing, individual learning and skills development, and the Tech & Culture network, which provides mentors, professional development and networking opportunities.

**Applications for the program are now being accepted.**

Applicants must be 18 years or older and reside in the city of Syracuse. The application includes a series of short online assessments to determine existing coding skills as well as a short, in-person interview. The program is scheduled to begin June 2022.

The Surge Coding Apprenticeship is part of a suite of Syracuse Surge workforce programs designed to create pathways to in-demand, local careers in technology. Work Train and ERIE21 bring together training providers, community resources and employers to help create strategies that connect local talent to Syracuse Surge career opportunities in high-tech manufacturing, digital customer service and coding and software.

These programs are funded by the JPMorgan Chase Foundation and the American Rescue Plan Act, which is administered by the City of Syracuse and in line with Mayor Walsh's commitment to invest in jobs and economic recovery.

Companies interested in employing a Syracuse Surge apprentice should contact Syracuse Surge Workforce Manager **Laiza Semidey**. To support the Surge Coding Apprentice Program through Tech & Culture as a mentor, guest speaker or content expert, contact Economic Inclusion Fellow **Marcus Webb**.

## CENTERSTATE CEO DEVELOPS NEW REAL ESTATE DATABASE: ADD YOUR SITE

It is an exciting time in Central New York with new businesses opening and existing businesses expanding. As a forward-thinking economic development strategist, CenterState CEO is often contacted for available space or land in the region for those new or growing businesses. To respond promptly to those inquiries, CEO has created an internal database of available sites. The most frequent requests are for industrial buildings, warehouses and land. Companies with available sites that fit these categories and would like to be listed in CEO's database should contact **Shannon Fults**. Submissions may be shared any time as the database will be ongoing.



**Marcus Webb**  
 mwebb@centerstateceo.com  
 Facebook: @SyrSurgeWorkforce

### SYRACUSE SURGE CODING APPRENTICESHIP

#### BEGIN YOUR CAREER IN CODING TODAY!

The Surge Coding Apprenticeship is designed for women and people of color with some coding experience who are committed to quickly beginning a career in the software and coding industry. This 12-month program combines full time employment with classroom training and personalized on-the-job learning.

- Train**  
A 4-week pre-apprenticeship training to ensure you have the skills to succeed, plus personalized learning based on your position.
- Work**  
Opportunity to enter a full time, paid apprenticeship with one of our employer partners.
- Network**  
Work with a mentor and connect with established tech professionals through events and workshops.
- Advance**  
Enter a permanent full-time position upon completion of the apprenticeship.



**APPLY NOW**



**ELIGIBILITY**

- 18 years or older
- City of Syracuse, NY resident
- Authorized to work in the U.S.
- Ability to pass a background check
- Willing to work full-time
- Ability to read, write, and speak English for training and safety purposes
- High school diploma or equivalent degree
- Proof of vaccination against COVID-19
- Some technical experience, education and/or work experience in any of the following: computer science, information technology, data, cybersecurity, or any technology adjacent experience.

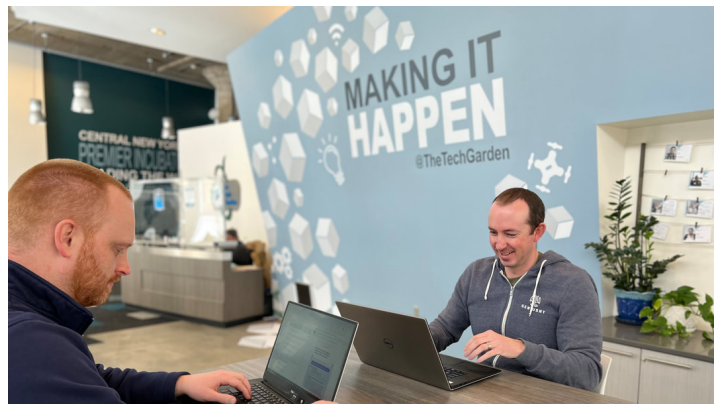


# GENIUS NY APPLICATIONS DUE MAY 31

GENIUS NY – the world’s largest business accelerator focused on uncrewed systems – is **accepting applications for its year-long program until May 31**. Tech startups focused on uncrewed systems, IoT, big data, and robotics are encouraged to apply. Subsets may include precision and remote sensing, smart city applications, data collection and analytics, guidance or communication systems, and sensors, among other technological categories.

CenterState CEO’s in-residence accelerator, operated out of The Tech Garden in downtown Syracuse, will invest more than \$3 million in five finalist companies, including a \$1 million grand prize. The program also offers company stipends, resources, programming and networking opportunities to assist innovative startups with the tools they need to take advantage of emerging opportunities. GENIUS NY participants are required to operate their business in Central New York for at least one year.

Applications are evaluated by a panel of judges, and semi-finalists will be selected to present demos and pitches this summer. Five companies will advance to participate in the competition. The selected teams will then enter the in-residence accelerator at The Tech Garden where they will be immersed in the incubator’s events, resource pool and mentoring. [Learn more.](#)



ResilienX – a GENIUS NY Round 3 Finalist – is a creator of a software platform that monitors the health and integrity of a system and will facilitate fault recovery if a problem is encountered.

# CNY PARTNERS MAKE CONNECTIONS AT AUVSI

Current and past GENIUS NY teams came together for an autonomous-centric week in Orlando, Florida, for the Association for Uncrewed Vehicle Systems International’s (AUVSI) XPONENTIAL conference. Joining the teams were representatives from CenterState CEO’s Economic Development and Innovation and Entrepreneurship teams, NUAIR and National Grid. National Grid, through the NYS Public Service Commission-approved Economic Development Plan, provided a grant that supported the strategic goals the teams planned to achieve while attending the conference. By showcasing the strength of the uncrewed aircraft systems (UAS) industry in Central New York, GENIUS NY was able to gather numerous applicants for the next GENIUS NY cohort as well as promote the GENIUS NY brand to a global audience.



GENIUS NY booth at AUVSI, thanks to sponsors National Grid and Aerial Robotics.



# CEO MEMBERS INVITED TO KINGSTON-SYRACUSE PATHWAY CROSS BORDER CONFERENCE

CenterState CEO members are invited to a summit

**June 7, in Kingston, Ontario** aimed at unlocking collaborations between leaders, businesses and government institutions. The Kingston-Syracuse Pathway Cross Border Conference will focus on the health and life sciences sectors. Topics include vaccines, global health, infectious diseases, health care systems and the changes COVID-19 has put on them. The event includes keynote speaker Alison Turner of PnuVax, Inc., panel discussions, pitch competition and a fireside chat.

The conference is an initiative of the **Kingston-Syracuse Pathway Partnership**, a cross border partnership that provides companies with innovative solutions to help them grow into international markets. Partners include Kingston Economic Development; Queen’s University; Kingston Health Sciences Centre; CenterState CEO; Upstate Medical University; and the CNY Biotech Accelerator. [Learn more.](#)

David Mankiewicz, senior vice president, Research, Policy & Planning at CenterState CEO, believes that Kingston and Syracuse have much to gain by working together.



KINGSTON ECONOMIC  
Development Corporation



CENTERSTATE  
CORPORATION FOR  
ECONOMIC OPPORTUNITY

“We both have valuable educational and health care assets that can support each other’s business community,” said Mankiewicz. “Additionally, there is potential to support each other’s supplier networks, enriching opportunities for our regional firms. And being only two hours apart, a business from one city that wants to enter an international market can easily interact with employees and customers on the other side in a single business day.”

“The Kingston-Syracuse Pathway is about coordinating collaborative researchers and providing life science startup companies with expanded connections and soft-landing opportunities in Syracuse and Kingston,” said Kathi Durdon, executive director, CNY Biotech Accelerator. “The conference is an opportunity to highlight health-related research interests, resources and economic business development projects promoted through these grassroots cross border programs.”

[Register for the conference.](#)

## BROOKINGS METRO FEATURES SYRACUSE’S APPROACH TO INCLUSIVE GROWTH

CenterState CEO and the Syracuse region were recently featured in a report by Brookings Metro: **Institutionalizing inclusive growth: Rewiring systems to rebuild local economies**. The report profiles **case studies** in five older industrial cities, including Syracuse, that are investing in and coordinating across four pillars that drive inclusive growth: economic development, talent development, spatial development and asset development.

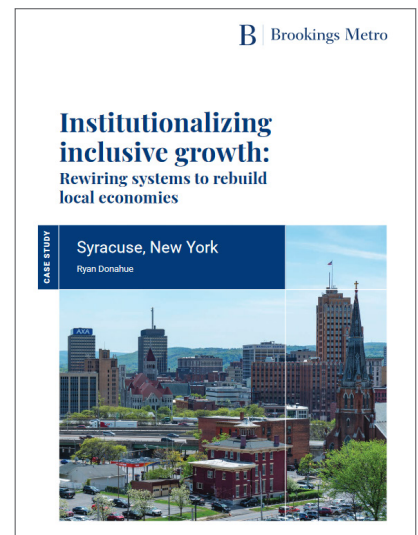
Older industrial cities are critical — yet overlooked — bellwethers for the nation’s economic prosperity and social stability. Drawing on those case studies, the report provides a framework and practical examples that can guide local action and state, federal, corporate, and philanthropic investment in cities across the nation.

“The challenge to rewiring regional economic systems is that local communities have struggled to marshal the capacity to advance inclusive growth, but are increasingly adopting approaches that work across system pillars,” said Joseph Parilla, director of Applied Research, Brookings Metro and a report author. “The economic development system in Syracuse, led by CenterState CEO and the city, has not succumbed to the temptation to focus on just one problem.”

The Syracuse case study concludes that, while economic development resources in Syracuse are extremely limited in comparison to the cost of reversing these decades-long trends, there is recognition that the region’s growth cannot be restarted unless the talents of the entire community are leveraged, and that more innovation-driven growth is necessary to create meaningful opportunities for communities that have been economically segregated and excluded.

The ambitious inclusive growth strategies established by CenterState CEO and its partners have attracted funding from the state and philanthropies. The case study also reveals how much more funding and capacity the region will need to implement its strategy at greater scale and speed.

“Cities can learn from the institutional alignment between Syracuse and CenterState CEO around a shared strategy and portfolio of regional economic rewiring interventions,” said Parilla.



[Read the Syracuse Case Study.](#)

# EMBRACE RELIGIOUS DIVERSITY IN THE WORKPLACE

In today's societal climate, the exploration of diversity is more critical than ever, with companies paying greater attention to diversity in many forms, including religious diversity. As we continue to look at various facets of diversity, we recognize the need to embrace religious diversity in the workplace, not only for a more diverse staff but for legal rights, acceptance and fairness.

By recognizing different religious perspectives, companies gain more innovative problem-solving capabilities while addressing the legal and equitable implications. As quoted by a CenterState CEO consultant at a recent diversity, equity and inclusion session, "Religious diversity includes feeling seen, included and accepted. It requires companies to provide support and solidarity to their employees."


Religious diversity acknowledges that certain religions have specific requirements to uphold. Employees are federally protected from discrimination based on their religion under Title VII of the Civil Rights Act, which provides equal opportunities for employees regardless of their faith. These opportunities can occur during the workday and include aspects, such as a time of day for prayer or worship. Reasonable accommodations are often legally required for companies. Failing to provide opportunities for religious activities can be viewed as discrimination, which is illegal. Ensuring employees feel included and have a safe space designated for religious activities legally fulfills your requirements as a company and creates a more welcoming workplace.

Aside from the legal importance of acknowledging religious diversity in the workplace, it is also an issue of fairness. Recognition of religious diversity means providing opportunities for equity that may include policy adjustments to make it easier to take time off work for religious reasons. For most companies in the United States, religious holidays like Christmas often receive time off. Creating a flexible policy around religious diversity demonstrates other religious faiths are also accepted and recognized as important. Fairness provides an opportunity for workplaces to adapt and value the needs of an employee.

Diversity in all its layers cannot thrive without acceptance. Creating a culture of acceptance around religious diversity can be tricky due to the topic of religion. However, the journey toward a more inclusive workplace is ongoing. If implemented successfully, an accepting workplace creates a more inclusive culture where everyone respects each other's differences.

As you continue to think about how your company can embrace diversity in all its forms and adapt to the needs of your employees, we are here to help. **Diversity training is a learning tool** to equip managers and employees with the knowledge to recognize bias and prejudices that could occur in the workplace. Reach out to us at [resi@centerstateceo.com](mailto:resi@centerstateceo.com) for support and guidance on where to get started.

Additional reading: **How Religious Diversity Helps Employees Engage with Passion. 3 Reasons Recognizing Religion is Important in the Workplace.**



*Racial equity and social impact initiatives, DEI training courses and consultation services from CenterState CEO are available. Contact Dr. Juhanna Rogers at [jrogers@centerstateceo.com](mailto:jrogers@centerstateceo.com) to learn more.*



**TOWARD RACIAL EQUITY**  
**#TakeThePledge**  
CenterStateCEOEquity.com



CONNECT TO CENTERSTATE CEO!

 Follow us at CenterState Corporation for Economic Opportunity

 Follow us @ [centerstateceo](https://twitter.com/centerstateceo)

 Like us at CenterState CEO

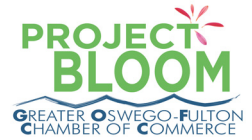
 Subscribe to our CenterState CEO channel

 Follow us @ [centerstateceo](https://www.instagram.com/centerstateceo)

## Project Bloom presented by Constellation

As a part of the GOFCC's citywide beautification program, Project Bloom will continue to bring large, colorful containers of flowers to Oswego and Fulton's downtown areas, businesses and city parks. Sponsorship banners will also be displayed throughout Oswego County.

The campaign maintains Oswego County as an attractive and welcoming place for visitors and as a hometown to be proud of. Project Bloom is presented by Constellation and is supported through sponsorships provided by local businesses, the City of Oswego and the City of Fulton. **The public can show its commitment to the communities by sponsoring a basket, planter or banner for the 2022-2023 season.** Contact **Brenna Sherman**, GOFCC member engagement & operations coordinator for details.



## Oswego County Restaurant Week is June 6 to 12

GOFCC is excited to announce the fourth annual **Oswego County Restaurant Week**, presented by Colloca Estate Winery, distributed by Eagle Beverage, is **June 6 to 12**. The week-long program is designed to drive business to Oswego County restaurants and is an exciting way to sample the area's many unique menus at a discounted price. Explore what new restaurants have to offer or visit old favorites.

Sponsorship opportunities are available. Even if you are not a restaurant, you can help promote this exciting program while gaining visibility for being a supporter. For more information, contact **Sara Broadwell**, GOFCC events and membership manager, or 315-591-5491.

## Oswego-Fulton Farmers Markets Start June 9

What better way to shop local than to enjoy farm fresh, local seasonal products, meat and eggs, and sumptuous baked goods. The Oswego-Fulton Farmers Markets, presented by Oswego Health have something for everyone. Starting June 9, stroll through the Oswego Market Thursday evenings from 4 to 7:45 p.m. or kick off the weekend on June 11 by strolling through the Fulton Market from 8 a.m. to noon on Saturdays. Interested in becoming a vendor at the Oswego-Fulton Farmers Markets? Contact **Brenna Sherman** to apply.



## Member Milestones

GOFCC thanks the following member for reaching a membership renewal milestone in May, and for its longstanding support of the GOFCC and its efforts to enrich and improve the business community.

**CNY Community Arts**, located at 121 Cayuga St., Fulton, celebrates its 10th anniversary.

## New Members

GOFCC welcomes **3 Sisters Gifts**, a shop with unique products such as bath bombs infused with crystals or CBD and essential oils and diffusers. They also offer an array of jewelry, candles, worry stones and gemstone metaphysical items designed to keep people grounded, focused and stress free. In addition, 3 Sisters Gifts offers holistic services and sessions, including but not limited to meditation, reiki, yoga and more.



## Ambassadors

GOFCC Ambassadors welcome new members and provide recognition to businesses celebrating grand openings, reopening, company anniversaries, and other important milestones. GOFCC wants to recognize and celebrate members' special events. Please contact **Brenna Sherman** to share news or join the Ambassador committee.



**Tatlim Bakery**, located at 37 E. 1st St., Oswego, celebrates its grand opening.



The **City of Oswego** in collaboration with **Livingston Energy Group**, recognized the installation of new electric vehicle charging stations throughout the community. Members of the GOFCC Ambassadors, city officials, and representatives from **National Grid** gathered to honor the work that went into this collaborative effort to improve the city's resources.

# NEW INVESTOR FOCUS

At Dermody, Burke & Brown, we understand the importance of focusing on business and community today for a vibrant economy tomorrow. For that reason, we are proud to recognize and sponsor *New Investor Focus*.

CenterState CEO wishes to recognize the following members who have joined as Investors in the last quarter.

## Bristol Myers Squibb

[www.bms.com](http://www.bms.com)


**Ketan Gujarathi**, *General Manager, Syracuse Operations*

6000 Thompson Road, East Syracuse, NY 13057

315 432-2079



Bristol Myers Squibb (BMS) believes in the power of science to address some of the most challenging diseases and unmet medical needs of our time. BMS works every day to transform patients' lives through science. BMS Syracuse is a clinical and commercial-scale biologics drug substance manufacturing site. It has comprehensive end-to-end biologic drug substance capabilities, including an on-site cell bank facility and cryogenic storage; it is designed to support concurrent manufacturing of multiple products with minimal product change over time; and it contains robust manufacturing support services on-site including supply chain, procurement, quality assurance and control, environmental, health and safety, engineering, and enabling functions such as HR and finance.

## Galloway Century 21

[www.century21galloway.com](http://www.century21galloway.com)


**William Galloway**, *Owner*

120 East 1st St, Suite 3A, Oswego, NY 13126

315-342-2111



With more than 50 years of service to the Oswego County and Central New York community, CENTURY 21 Galloway Realty has been setting the standard. Its award-winning office and agents pride themselves in superior customer service, deep marketing knowledge (from local to international) and driven continued education. CENTURY 21 Galloway Realty, along with CENTURY 21®, are the leaders in their market and the industry. Its combination of technology and experience in real estate are second to none. Its online presence reaches far and wide. It has relationships with hundreds of relied-on websites, which allow its listings to reach a global market. They have had numerous conversations across the world with people and companies that have discovered Oswego County through its marketing.

## NexGen Power Systems, Inc.

[www.nexgenpowersystems.com](http://www.nexgenpowersystems.com)


**Dinesh Ramanathan**, *Co-CEO*

3151 Jay St. #201, Santa Clara, CA 95054

408-230-7698



NexGen Power Systems, the premier vertically integrated power electronics company, designs, develops, and manufactures innovative power conversion systems with its revolutionary Vertical GaN™ semiconductor technology. Its smaller, lighter, and more efficient power systems make possible the next generation of power conversion and power generation and accelerate the transition to cleaner and renewable energy. NexGen is headquartered in Santa Clara, California, with its Vertical GaN™ fabrication facility in Syracuse, and a Center of Excellence for System Engineering, Marketing, and Systems Applications in Bengaluru, India. Sales offices are in China, Japan and South Korea.

## Universal Metalworks, LLC

[universalmw.com](http://universalmw.com)


**John Sharkey IV**, *CEO*

159 Hubbard St., Fulton, NY 13069

315-598-7607



At Universal Metal Works, a leading metal fabrication facility, experience is the difference. Universal Metal Works presents knowledgeable and trained staff with over 300 years of combined fabrication experience. Universal Metal Works specializes in design and engineering, assembly, complete pre-assembly, and is staffed with certified AWS D1-1 Welders. Universal Metal Works operates in a 50,000-square-foot facility, which features water-jet cutting, laser-cutting, CNC machining, welding, fabrication, sandblasting and painting. Universal Metal Works stands behind quality, strength and reliability to get any job done with craftsmanship you can trust.



## SOARING TO NEW HEIGHTS –

“In a world that is *forever changing* one thing that has remained *constant* is the support of our accounting firm. Dermody, Burke & Brown provides proactive advice and guidance throughout these turbulent times that is invaluable to our organization.

Northeast UAS Airspace Integration Research Alliance Inc. (NUAIR) is not your typical not-for-profit and Dermody, Burke & Brown is not your typical accounting firm. They take the time to understand the complexity of our organization and offer sound solutions to help further our mission. DB&B is the *consistency* we need as NUAIR continues to evolve and *soar to new heights*. ”

- Emily DeMarche, Chief Financial Officer of NUAIR



Dermody, Burke & Brown, CPAs, LLC

Auburn

Syracuse

New Hartford

Rome



Get the full story at

[dbllc.com](http://dbllc.com)

# MEMBER ESSENTIALS

Richard Shirtz retires as CNY regional president of **NBT Bank**, is succeeded by Dave Kavney.



**Lockheed Martin Syracuse** wins Air Force deal that will lead to hundreds of jobs over decades. **Lockheed Martin Syracuse** lands Army radar deal worth up to \$1.6 billion.

**Wegmans** has placed No. 3 on this year's Fortune magazine's list of this year's 100 Best Companies to Work for.



**SUNY Upstate Medical University** to acquire **Crouse Hospital**.

**Ale 'n Angus Pub** is a top 10 finalist for the annual best burger contest put on by the New York State Beef Council for its "Holy Smokers Burger."



Share Member News with Us! **Submit your member news** at [www.centerstateceo.com/add-member-news](http://www.centerstateceo.com/add-member-news)

# MEMBER MILESTONES

CenterState CEO would like to thank the following members for reaching membership renewal milestones in May and for supporting CenterState CEO for many years to enrich and improve the business community.

## 35 YEARS

Meals on Wheels of Syracuse

## 20 YEARS

Countryside Federal Credit Union

## 10 YEARS

Holmes, King, Kallquist & Associates

# NEW PARTNERS

Please join us in welcoming new CenterState CEO Partners. During the next 12 months, each new member will be contacted by a volunteer from CenterState CEO's Ambassador Committee, chaired by Michelle Salvagno, The Garam Group.

## Fallwards, Inc.

Kevin Fallis  
319 Nottingham Road, #247  
Syracuse, NY 13210 315-877-5710

## New Horizons @ Logical Operations (NH Syracuse)



With four convenient locations across Western and Central New York (Buffalo, Rochester, Syracuse and Albany), New Horizons provides instructor-led, LIVE classroom training classes (traditional, in-person classroom and virtual classroom) on a variety of popular business software/computer/technology applications (like Microsoft Excel, Microsoft Azure, AWS, Microsoft Power BI, Tableau, Microsoft Teams, Zoom, SQL Querying, Web Development, and others)

as well as learning and professional development/L&PD course topics (business skills training, such as leadership, management and communication).  
Joe Mignano  
3535 Winton Place  
Rochester, NY 14623 315-907-6749  
[www.nhatlo.com](http://www.nhatlo.com)

## William G. Pomeroy Foundation



The William G. Pomeroy Foundation® is a Syracuse-based philanthropic organization committed to supporting the celebration and preservation of community history; and working to improve the probability of finding appropriate donor matches or other life-saving treatments for blood cancer patients. Businessman and entrepreneur Bill Pomeroy established the Pomeroy Foundation in 2005 to bring

together his two greatest passions: celebrating history and eradicating blood cancer. As the nation's leading funder of historic roadside markers, the Pomeroy Foundation has awarded over 1,700 marker grants in 45 states, as well as partners with nonprofit, municipal, state and academic organizations to fund marker programs highlighting their community's untold stories. The Pomeroy Foundation also provides significant funding nationwide for bone marrow donor drives, patient education and blood cancer research.  
Carrie Berse  
492 E. Brighton Ave.  
Syracuse NY 13210-4144 315-913-4060  
[wgpfoundation.org](http://wgpfoundation.org)

# CENTERSTATE CEO ECONOMIC CHAMPION

## U.S. Materials Handling

U.S. Materials Handling (USMH) is a family-owned business that recently transitioned to the third and fourth generation of family ownership. The company was founded in 1956 by Robert and Erma Payne in Utica, New York; growing from a small, two-person operation to a multi-location full line materials handling company operated by their three sons, Robert, Jr., Jon and Michael. In 2021, they sold the business to Jon's son-in-law, Shaun O'Brien, and his son, Shane.

USMH provides sales, service, rentals and parts for forklifts, racking, cranes, conveyors and anything needed to outfit and operate a company's manufacturing, distribution, warehousing or other business with materials handling needs.

With new ownership comes new enthusiasm and renewed energy for business growth. USMH has been helping customers lift it, move it and store it for 66 years and is excited to continue growing well into the 21st century.

With hundreds of customers across the state and many more across the country and the world, USMH's growth has created open positions in its Syracuse, Utica and Albany locations. Learn more at [www.usmhcorp.com](http://www.usmhcorp.com).



**U.S. Materials Handling**  
Helping companies *lift it, move it and store it* since 1956



Pictured from left are: Michael Payne, Shane O'Brien, Robert & Erma Payne (framed photo) Jon Payne, Robert Payne Jr., and Shaun O'Brien.

This feature of CEO Essentials spotlights local companies that are "Economic Champions" because of their success in adding jobs, expanding their products or services, gaining national recognition or contributing to the success of the region in special ways.



**SOLVAY  
BANK**  
Member FDIC

**A Legacy of Commercial  
& Business Banking**



Flexible



Experienced



Responsive



Decisions Made in Central NY

[solvaybank.com/biz](http://solvaybank.com/biz) • 315-484-2209

# CENTERSTATE CEO AMBASSADORS

CenterState CEO Ambassadors welcome new CEO members and provide recognition to businesses celebrating grand openings, reopenings, company anniversaries, and other important milestones. CEO wants to recognize and celebrate members' special events. Please contact Justin Miller at 315-470-1818 or [ambassadors@centerstateceo.com](mailto:ambassadors@centerstateceo.com) to share your recent milestone or learn how you can join the Ambassador committee.



**The CNY Community Arts Center**, located at 121 Cayuga St., Fulton, celebrates its 10th anniversary.



**Paulus Development** celebrates the grand opening and renovation of **The Smith Supply Warehouse**, located at 500 Erie Blvd E., Syracuse.



**Metro Fitness**, located at 205 S. Salina St. #1A, Syracuse, celebrates the grand opening of its Spin Studio.

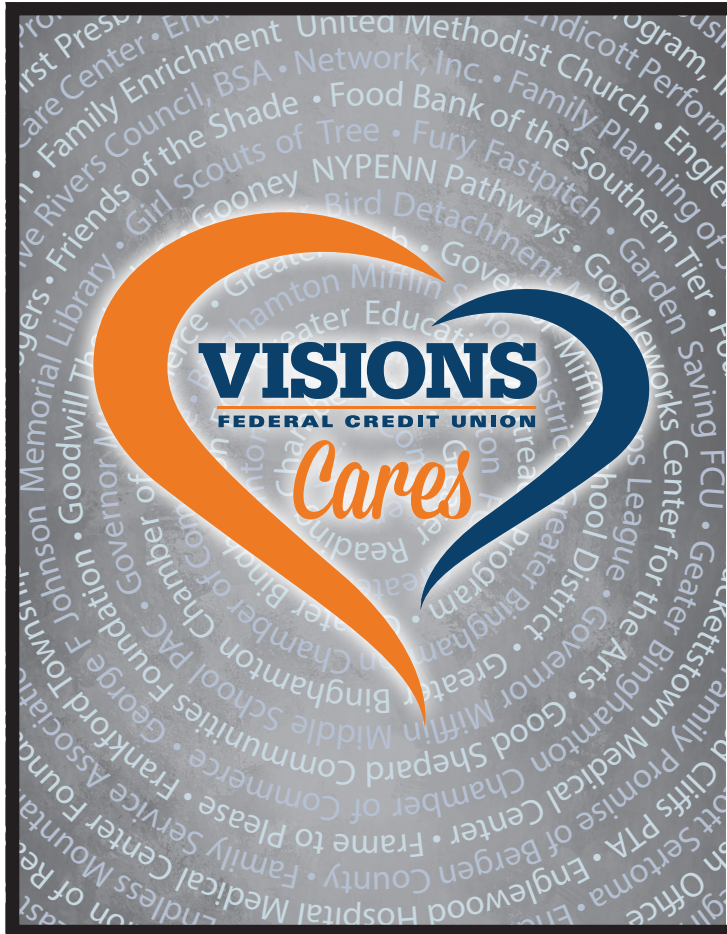


**Tatlim Bakery**, located at 37 E. 1st St., Oswego, celebrates its grand opening.



**The Ambassador Committee** held its first in-person monthly meeting since July 2021 at Visions Federal Credit Union's Community Room, located at 500 Erie Blvd. W., Syracuse.





## COMMITTED TO COMMUNITY

Visions is about people, not profits. Giving back is what we do. Visions supports hundreds of causes with donations that fund good works, employee volunteers who pay it forward, and sponsorships that support community events. Because Visions Cares, where you bank can help you and your community.

*We are proud to support CenterState CEO!*

**VISIONS**  
FEDERAL CREDIT UNION  
[visionsfcu.org/cares](http://visionsfcu.org/cares)

*Come visit us!*

**Cicero Office**  
5788 E Circle Dr.

**Syracuse Office**  
500 Erie Blvd W

**800.242.2120**

Federally insured by NCUA

# How to sell CNY's good life to your candidates

Visit [www.GoodLifeCNY.com](http://www.GoodLifeCNY.com)

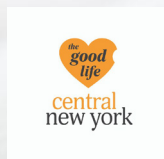
For everything you need to market

Central New York

Contact Ben Sio to get involved

315.470.1838

[Bsio@centerstateceo.com](mailto:Bsio@centerstateceo.com)



A project of  
CenterState CEO



## NUAIR and SUNY Upstate Medical University Set Sights on Routine Drone Deliveries

CenterState CEO and a coalition of 57 public, private, nonprofit, academic and for-profit entities across Central New York and the Mohawk Valley joined together to submit a phase two application for the Build Back Better Regional Challenge (BBBRC), a central component of the U.S. Economic Development Administration’s American Rescue Plan. These coalition partners proposed nine distinct and interconnected projects that would advance opportunities in the region’s emerging “smart systems” cluster, while also integrating large-scale workforce development programs to ensure that regional growth is inclusive and equitable.



Drone package delivery testing over Syracuse with NUAIR, SUNY Upstate and partners (2021).

NUAIR’s proposed project, in partnership with SUNY Upstate Medical University Hospital would invest in testing the safe and reliable commercial use of drones in the health care industry. NUAIR and SUNY Upstate have worked on drone delivery projects in the past, including the successful delivery of unused COVID-19 test kits in Syracuse via drones, and they continue to advance the reality of scalable drone delivery solutions for the health care industry.

Funding through the BBBRC would accelerate the commercial application of drones in the health care industry, providing cost-effective, contactless delivery solutions while improving health care equity for underserved populations and others in need. Additionally, these efforts will minimize negative impacts on service delivery and manpower shortages due to future crippling events such as pandemics and supply chain disruptions.

Through the BBBRC, NUAIR and SUNY Upstate will be able to develop and deploy scalable drone delivery operations, creating jobs, having a positive economic impact on the state, providing quality services to a wider range of community members, bridging health equity gaps.

Learn more about the BBBRC, project proposals and participating organizations.



**Discover**  
**Northern Italy**  
**and its Lakes**

**\*NEW DATES\***  
**September 7-15, 2022**

**Highlights: Padua, Venice, a glassblowing demonstration, St. Mark’s Square, Lake Garda, Sirmione, Lake Maggiore, Lake Lugano, Lake Como and Bellagio**

**Includes 10 meals and round-trip air fare from Syracuse Hancock International Airport**  
**Per person prices if booked by May 8, 2022: Single \$4,449; Double \$3,849; Triple \$3,819**

**Reserve your spot, contact Jennine Lombardi at (315) 701-2648 or JLombardi@nyaaa.com**

## Syracuse Festivals Fund: Applications Open for Round 2

The Downtown Syracuse Foundation is accepting applications for Round 2 of the Syracuse Festivals Fund, which was established to provide grant support for festivals and events that were negatively impacted by the pandemic. To be considered, **applications are due by 11:59 p.m. Saturday, May 21**, and may be downloaded at the Downtown Committee's website. Funding is intended for festivals and

events that will be held from May 2022 through May 2023. Applications will be reviewed based on a variety of factors, including how the festival or event is likely to attract visitors/tourists, especially to distressed neighborhoods or commercial business corridors that were economically disadvantaged during the pandemic. Each event organizer is encouraged to apply as soon as possible to be considered for funding support. Applications may be submitted for grant amounts between \$3,000 and \$20,000.

Learn about the eligibility and application process. Applications will be accepted and reviewed until funds are expended. Round 3 funding is contingent upon fund availability.



## Beautification to Bloom in Downtown Syracuse This Spring

Later this month, downtown Syracuse will bloom in purple to welcome spring and summer! Support the Downtown Syracuse Foundation by sponsoring a flower basket to dress streets throughout downtown. Each tax-deductible donation of \$60/basket helps foster a vibrant, thriving downtown Syracuse. Interested parties may mail a check to the Downtown Syracuse Foundation, Inc. at 115 W. Fayette St., Syracuse, NY 13202 or access a link for credit card payments on the Downtown Committee's website.



## Downtown Farmers Market Returns to Clinton Square for the Summer & Fall

**June 14 to Oct. 11**

The Downtown Farmers Market returns to Clinton Square for its 50th season starting Tuesday, June 14. Every Tuesday, rain or shine, the region's best farmers and produce dealers set up shop in Clinton Square to offer open-air access to fresh and seasonal fruits, vegetables, plants, baked goods and more. The Downtown Farmers Market continues weekly through Oct. 11. There will be live music during lunchtime each week. The Food Bank of Central New York will return to the market in July to continue its Just Say Yes to Fruits & Vegetables sessions, providing nutrition education activities.

Those interested in Downtown Farmers Market happenings are encouraged to sign up for the Downtown Committee's Farmers Market Newsletter. The newsletter is distributed every Monday afternoon throughout the market season.

Organizers will continue to adhere to health and safety guidelines to support the health of market shoppers, farmers and staff. Stay tuned to the Downtown Committee's website for event details.



# EVENTS

## BUY *Local* BASH

Thursday, May 19

4:30 to 7:30 p.m.

CNY Regional Market

F Shed, 2100 Park St., Syracuse

This fun and festive, one-of-a-kind, social, shopping and tasting event features local merchants and vendors for a unique shopping experience.

Get tickets by May 18

or contact **Lisa Metot** at 315-470-1870.

To become a **vendor** or **sponsor**, contact **Beth Savicki** or 315-657-0423. Vendors can reach 700+ potential customers that will attend the event. They will receive two tickets for admission to the Bash, and inclusion in CenterState CEO/SyracuseFirst social media campaign, reaching 8,000+ people through Facebook and 9,100+ people through Twitter.

PRESENTED BY



MEDIA SPONSOR



COMMUNITY SPONSOR



SUPPORTING SPONSOR



Register at [www.centerstateceo.com/events](http://www.centerstateceo.com/events) or call 315-470-1800.

### **Business Before Hours, featuring Click, May 5**

8:30 to 9:30 a.m.

Salt City Market, Community Room, 484 S. Salina St., Syracuse

Join us during Small Business Week for the first in person Business Before Hours in more than two years! Connect with colleagues from the business community for networking and new opportunities. Hear firsthand about Click, CenterState CEO's new digital chamber of commerce solution for members. Find out how this new interactive portal connects members to a community of peers and puts resources and expert level support at one's fingertips. Finally, don't miss a sneak peek at the Small Business Toolbox Series via Zoom, sponsored by Solvay Bank.

Cost: Free. [Register](#).



### **Small Business Toolbox Series, Starts May 5**

9 to 10 a.m. | Virtual

Whether you're just starting a small business or expanding your current one, this six-part virtual series has the tools, resources and expert advice you need to educate yourself on entrepreneurial best practices and keys to success.

- **May 5 - Executing Your Business Plan.** The key to a great new business is a solid business plan. Once your business is up and running, make sure the plan is executed to achieve your goals. Presented by John Liddy, The Tech Garden.

[See website for series details.](#) Sponsored by Solvay Bank.

Cost: \$10 per session or \$49 for all sessions (members); \$20 per session or \$59 for all sessions (non-members). [Register](#).



### **Racial Equity & Social Impact Leadership Sessions**

#### **Inclusive Workspaces: the LGBTQIA+ Experience, May 19**

9 to 10:30 a.m. | Virtual

Explore ways to create an inclusive workplace for individuals of all identities through the intersectionality of gender, sexual orientation and disability. Discover what it means to build intentional LGBTQIA spaces in the workplace and understand challenges faced by the LGBTQIA+ community, such as discrimination, stigma and bias. Panelists are: Ashley "Aley" O'Mara, PhD (they/them), a freelance writer and researcher, education professional, and theatremaker, and Mallory Livingston, Esq. (she, her hers), an LGBT\* Rights Attorney. Sponsored by Berkshire Bank.

Cost: \$15 for members; \$20 for non-members. Proceeds support the development of future equity programs for the benefit of members and the community. [Register](#).



## SAVE THE DATE!

### **Race for Equity, August 25**

Pineview Run: Auto & Country Club  
2250 Case Hill Road, LaFayette

CenterState CEO is hosting its first Race for Equity event to raise funds to support small businesses and nonprofits that are seeking to engage in diversity, equity and inclusion work within their organizations.

Sponsorships are available, contact **Beth Savicki** or 315-657-0423. Questions? Contact [resi@centerstateceo.com](mailto:resi@centerstateceo.com).



Is there a topic you would like to see presented at an upcoming webinar?

Let us know!

Contact Lisa Metot at [Imetot@centerstateceo.com](mailto:Imetot@centerstateceo.com)

### **GOFCC Business After Hours & Ribbon Cutting, May 12**

5 to 7 p.m.

**RABY'S kitchen/bath, 249 Washington Blvd., Oswego**

Join the GOFCC for a chance to connect with other businesses and view the Kitchen & Bath showroom expansion at Raby's Ace Home Center. A formal ribbon cutting to celebrate the expansion will be held at 5 p.m. followed by networking, appetizers and cocktails. Note: RABY'S kitchen/bath showroom is a separate building adjacent to Raby's Ace Home Center.

Cost: Free for members; \$5 for non-members. [Register.](#)



### **GOFCC Annual Golf Social, presented by Novelis, June 13**

9:15 a.m. Registration; 10 a.m. Shotgun Start

**Oswego Country Club, 601 W. 1st St., Oswego**

This four-person captain and crew tournament brings together business and community members for a relaxing day of golf and fun. Registration begins at 9:15 a.m. with a grab-and-go breakfast. A shotgun start at 10 a.m. follows, with lunch provided at the turn. After the 18-hole round, there will be a grab-and-go or dine-in dinner available while prizes and awards are announced. Presented by Novelis. GOFCC and the Oswego Country Club will follow appropriate New York State and CDC guidelines. (Please note change of date.)

Cost: GOFCC and CenterState CEO members: \$140 person, \$550 per foursome; non-member cost: \$165 person, \$650 per foursome. [Register.](#)



Not just aluminum, Novelis Aluminum.™

## **BUSINESS TACTICS**

# Small Business Toolbox Series

**Six-Part Virtual Series, starting May 5**

- Executing Your Business Plan
- Digital Marketing Essentials
- Developing Banking Relationships
- Creating a Great Place to Work
- Making the Best Decisions for Your Business and Family
- Surviving Disaster

[CLICK FOR DETAILS](#)



# CENTERSTATE CEO VIRTUAL EVENTS EDUCATE & INFORM MEMBERS

CenterState CEO brings engaging speakers and critical information to its members and the business community for networking, professional development, community engagement and more. Recent highlights included:



## CEO | BUSINESS TACTICS - Attract, Retain & Engage Employees - How to be an Employer of Choice

Martin Patrick, SPHR, SHRM-SCP of GTM Payroll Services, Inc., shared strategies to improve employer branding, recruitment marketing, enhancing job postings and what tools garner results. He defined what employee engagement looks like, qualities of successful leaders and the role of the HR executive in influencing their peers and top leaders in their organizations. The session also covered how HR executives can streamline processes for sourcing, selecting and onboarding; the most critical leadership traits in leaders that support a positive culture; and changes in the labor market and new ways of thinking about the way we work. Presented in partnership with CNY SHRM.

## CEO | PROFESSIONAL DEVELOPMENT - "The Formula" for Achieving Improved Results

Mark O'Donnell, owner, Operations Excellence, LLC, explained the "Formula" that has been used for decades to achieve improved results, why some individuals and organizations are successful in driving the positive behavior changes necessary to achieve desired outcomes, and why some fall short. Attendees learned strategies focused on positive behavioral changes, developing new thought habits, and thinking differently at the subconscious level can lead to improved outcomes — personally, professionally and for their organization.

# SIGNATURE ACCESS EVENT AT THE ROOFTOP LOUNGE

CenterState CEO members enjoyed an in-person Signature Access Event at The Rooftop Lounge in Oswego, New York. The invitation-only event featured a unique opportunity for executive-level CenterState CEO members to network and connect while experiencing one of downtown Oswego's newest and most elegant venues. Attendees caught up with colleagues and fellow members and enjoyed specialty cocktails, craft beers, charcuterie boards and passed hors d'oeuvres.

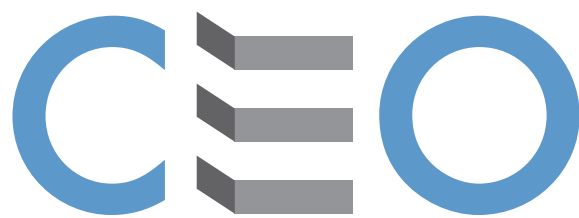
Congratulations to Laura Cueva with Interior Innovations, winner of two complimentary tickets on Southwest Airlines.

Signature Access Events, sponsored by Dannible & McKee, LLP, are open exclusively to leadership of CenterState CEO Investors, Executive Partners, Corporate Partners and their guests, providing access to valuable networking with Central New York's business and community leaders.

SPONSORED BY:



Members gather at The Rooftop Lounge in Oswego to build relationships during a Signature Access Event, sponsored by Dannible & McKee, LLP.



**CENTERSTATE  
CORPORATION FOR ECONOMIC OPPORTUNITY**