

VOTE NOV. 7 ON REFERENDUM FOUR TO COMBINE ONONDAGA COUNTY CORRECTIONS



2018 Regional Economic Forecast: Share Your Expertise

On November 7 Onondaga County residents will vote on a countywide referendum to modernize the operations of the county's jails. This proposition would amend the County Charter so the duties and personnel of the Onondaga County Department of Corrections would move into the Onondaga County Sheriff's Corrections Division. If the referendum passes, the staff of the Onondaga County Justice Center (the downtown jail) and the Jamesville Penitentiary would operate as a more efficient, unified department, with one staff managed as one unit.

CenterState CEO encourages the community to flip the ballot November 7 (the referendum is on the back), and vote "yes" for Proposition Four.

A "yes" vote will send an important message to public officials and to residents of Onondaga County that the community supports a move to more effective and efficient government operations, and would encourage community and municipal leaders to move ahead with additional, similar actions to streamline local government and make the area more competitive.

Passage of the referendum and a unified corrections department would also bring operational benefits, such as the potential for reduced and avoided costs going forward, and a solution to capacity problems for certain categories of residents that are "boarded out" to jails outside of Onondaga County, at a cost to Onondaga County taxpayers. Additionally, overtime costs could be reduced through newly available staffing patterns that are not possible with two departments.

These benefits have already been realized by other communities across New York. Onondaga County is the only community in the state that has not yet taken this step to improve operations and efficiency.

Several public discussions will be held on this issue before Election Day to give local residents the opportunity to learn more, have questions answered and express support for this proposal. For more information please contact Deb Warner, CenterState CEO vice president of government relations at 315-470-1845.



Flip the Ballot on Nov. 7!

To vote on

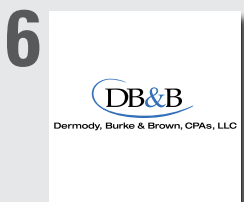
PROPOSAL NUMBER FOUR / COUNTY PROPOSITION NUMBER ONE

to combine the administration of the Jamesville Penitentiary and the Justice Center Jail into the Onondaga County Sheriff's office.

See page 2 for sample ballot.



NUAIR Alliance Hires New CEO



New Investor Focus



CenterState CEO Events

Economic Forecast Breakfast

Wednesday, January 10, 2018

7:30 to 10:30 a.m. • Holiday Inn Syracuse/Liverpool

Keynote Speaker: Gary Keith, chief economist for M&T Bank, will present an overview of trends in the national and state economies and their impact on the region.

Register by January 5

at centerstateceo.com/events

or contact Lisa Metot at 315-470-1870 or lmotot@centerstateceo.com.

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GOVERNMENT RELATIONS

CenterState CEO Members Discuss Issues with Candidates

CenterState CEO members connected with local politicians at the recent Meet the Candidates reception at the Dinosaur Bar-B-Que.

This annual event is a fundraiser for CenterState CEO's political action committee, Syracuse Tomorrow that offers a casual, non-partisan atmosphere for candidates to hear from business leaders. In turn, members learn candidates' positions on priority policies.

Great attendance demonstrated the value of networking with future policy makers. To learn more about Syracuse Tomorrow, contact CenterState CEO's Vice President of Public Policy and Government Relations

Deb Warner at dwarner@centerstateceo.com.



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- Potter Heating and A/C – Perrone Plumbing Services

continued from front page

FLIP THE BALLOT AND VOTE YES - PROPOSAL FOUR



Tuesday, Nov. 7
Confirm Your
Polling Place
at
www.elections.ny.gov

<p>PROPOSAL NUMBER ONE, A QUESTION</p> <p>Constitutional Convention</p> <p>Shall there be a convention to revise the Constitution and amend the same?</p> <p>YES <input type="radio"/> NO <input type="radio"/></p>	<p>PROPOSAL NUMBER TWO, AN AMENDMENT</p> <p>Allowing the complete or partial forfeiture of a public officer's pension if he or she is convicted of a certain type of felony</p> <p>The proposed amendment to section 7 of Article 2 of the State Constitution would allow a court to reduce or revoke the public pension of a public officer who is convicted of a felony that has a direct and actual relationship to the performance of the public officer's existing duties. Shall the proposed amendment be approved?</p> <p>YES <input type="radio"/> NO <input type="radio"/></p>
<p>PROPOSAL NUMBER THREE, AN AMENDMENT</p> <p>Authorizing the Use of Forest Preserve Land for Specified Purposes</p> <p>The proposed amendment will create a land account with up to 250 acres of forest preserve land eligible for use by towns, villages, and counties that have no viable alternative to using forest preserve land to address specific public health and safety concerns; as a substitute for the land removed from the forest preserve, another 250 acres of land, will be added to the forest preserve, subject to legislative approval. The proposed amendment also will allow bicycle trails and certain public utility lines to be located within the width of specified highways that cross the forest preserve while minimizing removal of trees and vegetation. Shall the proposed amendment be approved?</p> <p>YES <input type="radio"/> NO <input type="radio"/></p>	<p>PROPOSAL NUMBER FOUR, COUNTY PROPOSITION NUMBER ONE</p> <p>Shall there be approved in Onondaga County, Local Law No. ...-2017, entitled, "A Local Law amending the Onondaga County Charter and Administrative Code regarding the Onondaga County Department of Correction", placing the Onondaga County Department of Correction under the control of the Sheriff?</p> <p>YES <input checked="" type="radio"/> NO <input type="radio"/></p>

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2018 REGIONAL ECONOMIC FORECAST: SHARE YOUR EXPERTISE!

Understanding our regional economy is a valuable asset for business and economic planning. That's why, once a year, we seek your expertise to get a clear and comprehensive picture of our region's economic trends as we prepare the 2018 Economic Forecast for CenterState New York.

CenterState CEO is again partnering with Research & Marketing Strategies, Inc. (RMS), a third-party market research firm, to survey members across the region's many diverse industries to provide insights on the current economic climate and the challenges and opportunities they expect to see in the year ahead.

We invite you to participate by taking a short, five- to seven-minute survey at www.RMSresults.com/EconomicForecast. Focus groups will also be held with industry leaders at C&S Companies on November 16 following the completion of the survey fieldwork. You will have an option to sign up for these focus groups at the end of the survey. The valuable input provided by our members is key to developing a detailed and broad perspective report, and we look forward to your participation.

The information collected will be used to create the 2018 Economic Forecast for CenterState New York, which will be released at the CEO's Economic Forecast Breakfast, January 10, 2018 (see page 22), sponsored by M&T Bank. The event will also feature an overview by Gary Keith, vice president and chief economist for M&T Bank, on trends in the national and state economies, and their impact on the CenterState region. We invite you to join hundreds of fellow CenterState CEO members, business leaders and executives for this presentation.

For more information on the 2018 Economic Forecast survey and focus meetings, contact Christa Glazier at 315-470-1800 or cglazier@centerstateceo.com.



Take the 2018 Economic Forecast Survey
www.rmsresults.com/economicforecast



Register for the Economic Forecast Breakfast
www.centerstateceo.com/events
 Wednesday, January 10, 2018
 7:30 to 10 a.m.
 Holiday Inn Syracuse/Liverpool

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CENTRAL NEW YORK SUBMITS PITCH FOR AMAZON'S HQ2

CenterState CEO, in partnership with economic development and community leaders from the Syracuse MSA, Utica/Rome MSA, and Cortland and Cayuga counties, recently submitted a response to Amazon's request for proposals for its second headquarters (HQ2). The region's proposal focuses on three of the region's unique market assets:



Low cost of operations – It is projected over the first 10 years, Amazon will experience an \$8 billion comparative operational savings over its Seattle location, and at full operations, will realize a \$1.4 billion year over year savings.

Sustainable development - The regions' significant expertise and demonstrated capabilities in energy and environmental systems will enable Amazon to create a world-class, net zero energy and smart urban campus that could also result in a 75 percent reduction in costs.

Industry leading capabilities in the unmanned aerial systems sector (UAS) - Amazon can revolutionize e-commerce by developing and testing UAS for product deliveries at the nation's only operational beyond visual line of sight unmanned traffic management corridor.

The proposal also offers a unique opportunity to **disrupt high concentrations of poverty**. Amazon CEO Jeff Bezos wishes to be at the "intersection of urgent need and lasting impact." Amazon could fundamentally shift approaches to meet the pressing needs of a community while also creating a template for solving issues related to poverty.

Amazon is expected to select the location for its next headquarters in 2018.



NUAIR ALLIANCE HIRES NEW CEO AND LOOKS TO THE FUTURE

Major General Marke F. "Hoot" Gibson (ret) is the new chief executive officer of the Northeast UAS Airspace Integration Research Alliance (NUAIR). He most recently served as the Federal Aviation Administration (FAA) senior adviser on unmanned aircraft systems (UAS). Gibson starts November 13 and will oversee the organization's efforts to safely integrate UAS into the national airspace system (NAS).

In his role, Gibson will lead NUAIR's oversight of UAS testing being conducted in New York, Massachusetts and Michigan and will oversee the \$30 million investment by New York state to put the region at the forefront of UAS research and development.

"My vision is to create an unsurpassed 'innovation-friendly' environment for UAS research and testing," said Gibson. "With all of our state economic and technical support, I think we are well positioned to become the most favored site for all aspects of UAS testing. We already won a tough competition to become one of our nation's seven test sites and we are now poised to take that capability to the next level. I can assure you, I wouldn't have taken this position if I didn't think we were ready."

"We are extremely excited to welcome someone with Hoot's knowledge, experience and passion to the role of CEO of the NUAIR Alliance," said Rob Simpson, president of CenterState CEO. "His leadership will enable the collaborative advancement of NUAIR's mission and the region will expand its engagement of businesses and experts to advance critical research and development of the sector across Central New York."

The NUAIR board of directors selected Gibson after a search process facilitated by McDermott & Bull, an executive search firm that specializes in leadership roles. Larry Brinker, who served as NUAIR's interim president and CEO, remains as its executive director and general counsel.

Gibson has served as executive director of the NextGen Institute, which provides professional services to the UAS Joint Program Development Office. He also owned an aviation consulting firm.

Gibson retired from the U.S. Air Force in 2011 after 33 years of service. He held numerous senior command and staff positions earning him the rank of Major General. Gibson retired as the Air Force's director of current operations and training where he led the startup of a new cyber career field and its integration into Air Force operations. He also worked on behalf of the Air Force secretary and chief of staff on ways to better integrate unmanned aerial vehicles into the national airspace. This involved continuous engagement with the FAA, Homeland Defense and numerous congressional delegations. As the director of current operations and training, Gibson was also responsible for the startup of a separate career field and unique training path for those who fly Air Force remote piloted aircrafts today.



Major General Marke F. "Hoot" Gibson (ret).

U.S. CONGRESSMAN KATKO DISCUSSES CYBERSECURITY

CenterState CEO members had the pleasure of hearing from U.S. Congressman John Katko, who recently gave a presentation on cybersecurity at a member-exclusive event, sponsored by AXA Advisors. Katko, who is a former federal prosecutor, discussed the complex debate over cybersecurity-related federal policy. The event also included a panel of local business experts who spoke about information security, risk management and how to mitigate cyber-threats to business.

Special thanks to U.S. Congressman John Katko; moderator Marc Viggiano, founder of Niteopark; and panelists: Peter Warmka, former senior intelligence officer for the Central Intelligence Agency; Vijay Srinivas, Assured Information Security, Inc.; Mary Ng, chief information security officer at AXA; and Lisa A. Christensen, Bond Schoeneck & King attorneys.



U.S. Congressman John Katko discusses cybersecurity at a CenterState CEO member-exclusive event.

NASA AND NUAIR PARTNER TO ADVANCE WORLD'S FIRST DRONE TESTING CORRIDOR

A recently announced partnership between NASA and the Northeast UAS Integration Research Alliance (NUAIR) will help make a one-of-a-kind 50-mile drone testing corridor from Rome to Syracuse a reality.

The corridor will allow drone developers and manufacturers to safely test their unmanned aerial vehicles (UAV) equipment and software beyond line of sight in airways where manned aircraft also fly. The announcement was made as Phase 1 of the corridor became operational last month, making the technology available in a 5-mile loop around Griffiss Air Force Base, in Rome.

Gryphon Sensors, a division of SRC, Inc., demonstrated the capabilities of the existing loop at Griffiss, which employs special sensors and radars that can detect small drones flying at low-altitudes, prior to the NASA partnership announcement. The technology is both rare around the world and critical to the development and growth of the UAS industry.

"With this groundbreaking partnership and our \$30 million investment for the most advanced drone testing in the country, we are establishing Central New York and the Mohawk Valley as the premiere destination for businesses at the forefront of innovation," said Gov. Andrew Cuomo, who attended the announcement.

The development of the drone corridor is expected to unlock a trillion-dollar global industry and attract businesses development and new drone technology to the state, specifically in Central New York. The UAV industry is expected to grow at a rapid pace in the coming years as companies deploy the technology across many diverse applications, ranging from bridge and building inspections, to package and supply deliveries, to photography and videography. There are nearly 200 companies from across the world already exploring investment opportunities in the region.

In 2016, Empire State Development invested \$30 million in the 50-mile drone test corridor between Syracuse and Rome through the CNY Rising Upstate Revitalization Initiative. Construction of the corridor's full network of sensors is expected to start in 2018.

"The corridor will further establish Central New York as a leader in manufacturing, research, development and testing in the UAV industry," said CenterState CEO President Robert Simpson. "That includes not only the manufacture of drones, but the manufacture of their components and materials and sensor systems. We have one of the strongest collection of sensor companies in the world right here."

SRC, for example, plans to initially hire 50 engineers following its announcement of a \$65 million contract with the U.S. Army to develop a system to detect and defeat small drones. Additionally, the company plans to add up to 1,000 new hires during the next five years thanks in large part to the state's investment in the UAS industry. Collectively, these investments and private sector advances are creating an ecosystem that will attract more leading-edge companies to Central New York.



UAS industry leaders from in and outside the region gathered at Griffiss International Airport in Rome, for the launch of Phase 1 of a new drone testing corridor that will enable new business development opportunities in the region.



Craig Marcinkowski, director, strategy and business development at Gryphon Sensors, discusses the future of UAS in New York at the NASA / NUAIR press announcement with panelists (from left): Russell Stark, commissioner, Oneida County Department of Aviation; Rick Clonan, vice president of innovation and entrepreneurship, CenterState CEO; and Rob Simpson, president, CenterState CEO.



Watch: **Bringing UTM to Life:** <https://youtu.be/mryXXKD0DEA>.
Phase 1 UTM Demo: <https://youtu.be/CHKcvsGQx1A>.

NEW INVESTOR FOCUS

PRESENTED BY:



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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.

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Philip Vanhorne, *President and Chief Executive Officer*

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BlueRock Energy provides total energy solutions through electricity and natural gas products, energy efficiency services and solar energy options. BlueRock assigns a trained energy advisor to clients to customize an energy plan that fits their needs. BlueRock's team is able to determine the most cost-effective energy solution for each client by analyzing energy usage history. BlueRock Energy offers a full scope of options to reduce energy consumption, from LED lighting, energy management and control systems, to building envelope and HVAC improvements. Our ultimate goal is to provide you with more working capital to help your business grow.



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Frank Discenza, *CPA, CCIFP, Partner*

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Christopher Dugan, *President*

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Knowles Capacitors is a leading and rapidly growing designer, manufacturer and seller of high performance capacitors and RF components under the DLI, Syfer, Voltronics and Novacap brands. With headquarters in Cazenovia, NY, and locations in Valencia, CA, Santo Domingo, DR, Suzhou, China and Norwich, UK, Knowles and its 800+ employees create components for the most challenging electronic and RF operating environments.



Oswego Health, Inc.

www.oswegohealth.org



Michael Harlovic, *President and Chief Executive Officer*

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315-349-5818

Oswego Health is the health care leader for Oswego County and beyond. The Oswego Health system includes Oswego Hospital, a 164-bed facility offering emergency, hospitalist, surgical, maternity and behavioral health services; The Manor at Seneca Hill, provides 24-hour skilled nursing, short-term rehab and adult day health services; Springside at Seneca Hill, retirement living for independent seniors and Oswego Health Home Care. The hospital operates the Central Square and Fulton Medical Centers, providing urgent care, medical imaging, laboratory and physical therapy; Oswego Health captive professional corporation, Physician Care P.C., offering physician services in orthopedics, cardiology, otolaryngology (ENT), general surgery and primary care.



Virtucom Group

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Scott Matukas, *Chief Executive Officer*

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-Nick Matt
CEO, Matt Brewing Co.



L to R: Nick Matt, Fred Matt, Jim Kane (DB&B) David Bowles (DB&B)

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GENIUS NY

GENIUS NY Continues to Attract Talent and Opportunities

GENIUS NY 2.0 starts in January when six new UAS teams join The Tech Garden for a one-year business accelerator program, which includes investment, resources, programming, office space, mentors and advisers. To get involved with next year's program as a sponsor, speaker, mentor or adviser, contact Jonathon Parry at jparry@thetechgarden.com or visit www.geniusny.com.

The current GENIUS NY teams continue to grow and are seeking Series A funding. Ascent Aerosystems and EZ3D recently presented at AUVSI's Novus Unmanned in California, an event for top investors and investment-ready startups seeking funding exclusively in unmanned and autonomous space. Tech Garden staff joined them to make introductions and network with investors. Back at The Tech Garden, three of the six teams have expanded to larger offices and continue to use and hire Syracuse University interns.

Investors' Circle Visits The Tech Garden

Investors' Circle visited The Tech Garden and its members last month to learn more about what startup companies exist within Central New York and to grow their presence in the area. Investors' Circle is the largest and most active early-stage impact investing network, which includes angel investors, venture capitalists, foundations and family offices. Collectively, they have invested more than \$200 million into more than 300 enterprises dedicated to improving the environment, education, health and community.

Investors' Circle met with several entrepreneurs including Tech Garden members Adam Milam with Heliohex, a horticulture LED-lighting technology company, and Fuz Eller with Euphony, a company that specializes in flexible speech synthesis technologies for areas such as simulation environments, speech therapy applications, and computer-based training voice overs. Both companies have already taken advantage of Tech Garden funding programs like The Germinator, where Euphony won \$100,000, and Grants for Growth where Heliohex was awarded \$150,000. Providing more funding and investment opportunities to members is crucial for the success and scaling of their technology and is a major priority at The Tech Garden. To learn more about funded programs offered to startups visit, www.thetechgarden.com/programs.



Pictured from top left are Investors' Circle staff and local entrepreneurs: Ethan Durham, Good People Energy Technologies; Devin Morgan, Good People Energy Technologies; Adam Milam, Heliohex; and Fuz Eller, Euphony; Gary Williams, G.E. Williams Management; Jill Newbold, director of business development, Investors' Circle; and Alan Bernstein, president, Investors' Circle New York Local Network.

TTG Welcomes its Newest Member – TruWeather

TruWeather Solutions LLC, a New York-based company that enables safe integration of unmanned aircraft systems into the national airspace, is expanding operations into Central New York. TruWeather has found great value in leveraging The Tech Garden's programs to enable its expansion.

TruWeather will contribute to The Tech Garden innovation and job generation mission by:

Building a team of aviation, logistics and weather experts in Syracuse to focus on solving tough weather challenges that will impact the Beyond-Line-of-Sight Unmanned Aerial Systems (UAS) industry as it grows in the next five years.

Working closely with UAS industry partners and the NUAIR Alliance to improve UAS safety, asset preservation and management.

Developing, with Tech Garden support, a UAS Weather Risk Management Service that provides micro-scale weather predictions that will increase UAS productivity during UAS operations when weather and wind are a factor.

TruWeather Solutions is a Service Disabled Veteran Owned Business with more than 50 years of experience in airfield operations and logistics, emergency management and aviation weather operations. Learn more at www.truweathersolutions.com.



CEO/COE PARTNERSHIP: GREEN DEVELOPMENT

SyracuseCoE and CenterState CEO Win \$500,000 Federal Award to Fuel Entrepreneurship in Energy Innovations

The U.S. Department of Commerce has awarded \$500,000 for a new initiative to propel entrepreneurial innovation and product development in Central New York.

The award will fund a three-year project led by SyracuseCoE in partnership with CenterStateCEO to help startup ventures and established companies develop innovations that monitor and control energy and environmental quality in built environments—homes, schools, offices, factories and neighborhoods—and in related applications, such as food production, transport and preservation.

The new project builds on successes of a previous initiative support the Advanced Manufacturing in Thermal and Environmental Controls (AM-TEC) industry cluster in Central New York. The AM-TEC initiative was spearheaded by SyracuseCoE, along with six regional organizations and institutions and engaged 66 regional manufacturers to create or retain 98 jobs.

“The new project will ensure the long-term vitality of the fledgling AM-TEC cluster by connecting innovators to customers in major markets, and developing and testing proofs-of-concept of envisioned innovations,” says Ed Bogucz, executive director of SyracuseCoE. “We want to continue to build on our region’s historic strengths in thermal and environmental control-related manufacturing—and to encourage development of innovations to promote healthier indoor environments.”

“CenterState CEO looks forward to working with SyracuseCoE on this important new initiative, which strategically targets opportunities to develop innovations in precision sensing technologies and data analytics,” says Robert Simpson, CenterState CEO’s president and CEO. “The project promises to create new linkages between multiple industry sectors in Central New York, generating new ideas and new ventures.”

WITH LOVE BUILDS ON SUCCESSES

With Love, a teaching restaurant and entrepreneur incubator, is serving its final Burmese meal on December 22, before opening 2018 with a new cuisine. Entrepreneurs who highlight their cuisine at With Love are enrolled in Up Start, a CenterState CEO program that helps grow businesses within vulnerable communities, thereby contributing to stronger neighborhoods and shared prosperity.

Nancy Aye, the current “restaurateur in residence,” has been developing a brand and market for her cuisine, gaining experience needed to run her own food business and refining her business concept. When Aye graduates, Up Start will continue to support her as she pursues her own business.

Sarah Robin, the Pakistani entrepreneur who was the first “restaurateur in residence,” built upon her success at With Love and is operating a catering business as she works to build a more robust food business. Robin continues to work with Up Start, using the program’s training, technical assistance, financing, and real estate resources.

With Love highlights a new entrepreneur and ethnic cuisine every six months, giving the Syracuse community a chance to experience the diverse cultures that call the city home. The goal is for entrepreneurs and their cuisines to find a permanent home once they have established the skillset needed at With Love and by using Up Start’s resources.

With Love is a partnership between Onondaga Community College’s Workforce Development Program and CenterState CEO.



With assistance from SyracuseCoE through the AM-TEC initiative, the engineering team at NuClimate developed a new HVAC unit for high rise hotel rooms.



Sarah Robin (left) and Nancy Aye are past and current restaurateurs in residence at With Love.

7 HABITS OF 7 HIGHLY SUCCESSFUL PEOPLE

CenterState CEO's 7 Habits of 7 Highly Successful People drew nearly 100 attendees to the Rosamond Gifford Zoo to hear community leaders share the personal and professional habits that have helped them become the people they are today. Attendees walked away with 49 tips to apply to their own lives and careers. ***Editor's favorite picks.**



Rickey Brown, Executive Director, Upstate Minority Economic Alliance

- 1) Rise at 5 a.m. daily to prepare mentally for the day.
- 2) **Preparation breeds familiarity. Familiarity becomes practice, and practice becomes habit.**
- 3) Prioritize what's most important in your life; family. Always make time for those things.
- 4) Fair exchange ain't robbery. When negotiating, always make sure it's a win/win.
- 5) Learn to follow. All leaders are great followers. Listening is a characteristic of all great leaders.
- 6) Work with others as means to achieve goals. Trust the talent around you.
- 7) Steel sharpens steel. True leaders are charged with making another like them.



Janie Goddard, President, JADAK

- 1) Have perspective and know that value isn't based on what I do, but rather who I am.
- 2) Learn before judging.
- 3) **It takes will, skill and confidence to achieve personal and professional goals.**
- 4) Learn more from failures than successes.
- 5) Bring your "A" game, set high standards and don't settle for mediocrity.
- 6) Be grateful.
- 7) Value mutual respect.



Angela Lee, Vice President, Human Resources, Welch Allyn

- 1) Work to stay relevant in all aspects of life so you don't become irrelevant.
- 2) Quiet the noise. Set aside time for reflection and improve your capacity to "opportunity" solve.
- 3) **Get comfortable with being uncomfortable. The payout is personal and professional growth.**
- 4) Manage your personal brand. Seek the opportunity to positively distinguish yourself from others.
- 5) Manage your derailers. Practice self-awareness so you become known for your strengths and not your challenges.
- 6) Extend discretionary effort as the rule, not the exception.
- 7) Get personally staked in the success of others. Personal investment is essential to retaining critical talent.



Kelsey Moody, Founder, Ichor Therapeutics

- 1) Be prepared to quit your day job. True success requires all of you.
- 2) Those who would steal your ideas are not talented enough to do so, and those who could already have their own and would rather invest in you.
- 3) Strive to be good, not to feel good.
- 4) Delegate only when you have achieved a reasonable level of mastery. No aspect of your business should be a black box to you.
- 5) Do not underestimate the opportunity cost in excessive diligence or waiting for the perfect plan.
- 6) Search for value, not for money.
- 7) **When in doubt, bet on people.**



Ryan Novak, Owner, Chocolate Pizza Company

- 1) Dream Big - My kicking coach once said, "Big dreams should never come easy." It has helped me many times to keep redefining big goals in my life.
- 2) Be Passionate - Love what you do or find something else. Success is built from the inside out – if the heart is committed, the brain will find a way.
- 3) Outwork Competition - Wake up earlier, train harder, sacrifice more than your competitors.
- 4) **Leave Footprints - Don't be afraid to take the road less travelled. Inside every crazy idea is a spark of genius. The trick is knowing what part is crazy and what part is genius.**
- 5) Build Team - There is no price you can place on teamwork, trust and synergy – having the right people is critical. Hire the right attitude and you can train the right aptitude.
- 6) Conquer Adversity - Setbacks, obstacles and failures are constant companions in business and in life – accept that fact – but don't be defined by it.
- 7) Count Blessings - Enjoy the journey and the people on it. Always count blessings, not tears – life is filled with both.



John Wildhack, Director of Athletics, Syracuse University

- 1) Be both an optimist and a realist.
- 2) Embrace change.
- 3) Technology is an ally.
- 4) Be who you are. Be genuine.
- 5) Listen, learn and ask questions.
- 6) **Celebrate success with your team.**
- 7) Don't make decisions when emotional.
- 8) Bonus: 3 F's: Family, Faith and Friends.



Sharon Owens, CEO, Syracuse Model Neighborhood Facility, Inc.

- 1) **Develop a strong network of colleagues and individuals who are equally committed to the work and bring skills you don't possess.**
- 2) Self-assessment, assessment, assessment. Find out what you do well and hone your abilities.
- 3) Do the work, you are being watched.
- 4) Understand that leaders are chosen.
- 5) Obstacles and setbacks are key components of a successful journey.
- 6) Success can be measured from what we have learned from our mistakes.
- 7) Do not micro-manage.



DISNEY INSTITUTE SHARES APPROACH TO LEADERSHIP EXCELLENCE

More than 200 people were inspired and motivated at the recent "Disney's Approach to Leadership Excellence" seminar at the Holiday Inn Syracuse-Liverpool. This all-day professional development course was presented by the Disney Institute. It included business insights and time-tested examples from Disney parks and resorts worldwide to inspire individuals and organizations to enhance their own customer experience using Disney principles as their guide.

The program also allowed professionals to begin to identify their personal and organizational values that drive them as a leader to carry out their organization's vision.

The seminar was made possible by Presenting Marketing Participant: GHD; and Marketing Participants: University College at Syracuse University, SUNY Cortland, DigitalHyve, ChoicePay and Visual Technologies.



Michael Yeardon from the Disney Institute shares Disney's principles to exceptional leadership.



CEO ESSENTIALS

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Mailed Outside County Paid Subscriptions Stated on PS Form 3541 (include paid distribution above nominal rate, advertiser's proof copies, and exchange copies)	323	310

Mailed In-County Paid Subscriptions Stated on PS Form 3541 (include paid distribution above nominal rate, advertiser's proof copies, and exchange copies)	1746	1660
Paid Distribution Outside the Mails Including Sales Through Dealers and Carriers, Street Vendors, Counter Sales, and Other Paid Distribution Outside USPS	0	0
Paid Distribution by Other Classes of Mail Through the USPS (e.g. First-Class Mail)	0	0
Total Paid Distribution	2069	1970
Free or Nominal Rate Outside County Copies included on PS Form 3541	0	0
Free or Nominal Rate In-County Copies included on PS Form 3541	0	0
Free or Nominal Rate Copies Mailed at Other Classes Through the USPS (e.g. First-Class Mail)	0	0
Free or Nominal Rate Distribution Outside the Mail (Carriers or other means)	0	0
Total Free or Nominal Rate Distribution	0	0
Total Distribution	2069	1970
Copies not Distributed	201	200
Total	2270	2170
Percent Paid	100	100

Downtown Syracuse During the Holidays

With the Clinton Square Holiday Tree and Menorah as centerpieces, downtown Syracuse is a festive destination during the holidays for shopping, activities and new family traditions. The community can see holiday decorations throughout downtown – as well as a new series of the Downtown Committee’s holiday commercials during the week of Thanksgiving. The commercials capture the sense of community, tradition and sparkling magic the holiday season evokes downtown. The Clinton Square Holiday Tree Lighting is scheduled for 7 p.m. Friday, November 24. After the lighting, the community is invited to join the Downtown Committee for a holiday-themed family movie at the Landmark Theatre.



The Clinton Square Holiday Tree Lighting is scheduled for 7 p.m. Friday, November 24.

Holiday Newsletter

Every Monday throughout the holidays after Thanksgiving, the Downtown Committee will publish a special electronic newsletter, highlighting specials and promotions that downtown retailers, restaurants, cultural institutions and other businesses are offering throughout the season. Businesses are encouraged to share their plans with the Downtown Committee. To sign up for the newsletter, email mail@downtownsyracuse.com.

Dash and Dot’s Elf Adventures Continue in Downtown Syracuse

Just in time to celebrate the holidays, the Downtown Committee will welcome back its downtown elves. Dash and his wife, Dot, “seasonal” team members of the Downtown Committee staff are in town starting the day after Thanksgiving through Christmas Eve. During their month-long stay, the elves will visit 30 retail shops, restaurants, hotels and cultural institutions, spreading holiday cheer and raising awareness about downtown Syracuse as a holiday shopping destination.



One of the most memorable adventures the elves participated in during 2016 was building gingerbread houses at the Erie Canal Museum.

Window Wonderland Contest

During the holiday season, few things compare to bustling city sidewalks, lighted decorations on buildings and streets and gorgeous window displays. The Downtown Committee is building on the success of last year’s Window Wonderland Contest. Two-dozen storefronts are expected to decorate their windows to participate in the second annual contest, made possible through grant funding provided by the Central New York Community Foundation. Downtown businesses with ground-floor windows are encouraged to participate.

All displays must be complete by Friday, November 24 to be eligible for online voting. The community will vote for its favorite holiday display, starting the day after Thanksgiving and continuing through New Year’s Day.

Prizes: The display with the most votes wins \$500. Second prize is \$250 and third place is \$100. The Downtown Committee will announce the winning designs during the first week in January. Interested businesses may contact 315-470-1958 or mail@downtownsyracuse.com for additional information.

Voting: visit www.downtownsyracuse.com/holidays for a link as well as a walking tour map to plan your Window Wonderland Contest route.



The Changing Room, located at 425 S. Warren St., won last year’s first-ever Window Wonderland contest.

Holidays in the City

The Downtown Committee is partnering with Advance Media New York to present a special weekend in December to bring the magic of the season to life. On December 16 and 17, families are encouraged to visit Downtown Syracuse for choir performances, live reindeer, hot chocolate, adventures with Santa and more. There will be trolleys to make for easy and convenient travels throughout downtown. For a list of planned activities visit <http://holidaysinsyr.com>.



Send us Your Photos

Throughout the season, whether families are walking through the Festival of Trees at the Everson Museum, building a gingerbread house at the Erie Canal Museum, or searching for that perfect, unique gift to surprise a loved one, the Downtown Committee would love to see pictures! Please send the Downtown Committee photos and join the conversation at the social media links listed below.

Like the Downtown Committee on Facebook (**Downtown Syracuse**), follow them on Twitter (**@downtownSYR**) or like them on Instagram (**@downtownsyracuse**).
Join the conversation with the hashtag, **#MyDowntownSYRstory**.



VISIT SYRACUSE www.visitsyracuse.com



Winter is Coming and the 2017/2018 WINTER Visitors Guide is Out!

The 100-page Syracuse Visitors Guide is shared with thousands of meeting/event planners and their attendees, tour operators, travel journalists and potential travelers around the world, via international travel shows, media marketplaces and sales missions attended by Visit Syracuse staff and ambassadors. Travel journalists use the guide as a reference tool for story ideas, and thousands of leisure travelers request to have a copy mailed to them across the country. In fact, the requests for Visitors Guides in 2016 increased by almost 50 percent!

Visit Syracuse takes pride in featuring real people and their stories on the covers. The new WINTER cover was borrowed from Instagram user Jonah Vogt (@jonahvogt1). Vogt and his girlfriend are shown posing in front of a smiling horse after a sleigh ride at Highland Forest. To share a potential future cover-worthy photo, post it to Instagram using the hashtag: #sharecuse.

More than 240,000 copies are distributed annually to area lodgings, top attractions and a variety of businesses. They are also sent throughout the northeast and Canada. To receive copies and find out where to stay, eat, shop, play and DO YOUR THING in Syracuse and Central New York, visit www.visitsyracuse.com or call 315-470-1800.

The Visit Syracuse visitors guide is published in partnership with The Post-Standard.



Visit Syracuse, headquartered in Syracuse, is Onondaga County's accredited destination marketing organization for tourism related economic development leading the production of more than \$765 million in direct visitor spending annually. For more information, visit www.VisitSyracuse.com.

CENTERSTATE CEO ECONOMIC CHAMPION

Marquardt Switches, Inc.

Marquardt Switches, Inc. is an independent, family owned and operated company occupying 19 global locations and employing nearly 9,500 employees. Marquardt produces a variety of electro-mechanical switches, sensors and systems, ranging from standard push-buttons to complex, custom solutions for the automotive, truck, off-road, power tool and home goods industries.

Marquardt Group's growth was above the industry average in 2016, as it closed its financial year with record sales, generating \$1.1 billion – a 10 percent increase since 2015. Each Marquardt location collaboratively contributes to the success of the group.

Marquardt's first subsidiary abroad and North American Headquarters was established in 1981 in a small, 500-square-foot office in the village of Cazenovia. Since then, the location has relocated to larger premises in Cazenovia and added a state-of-the-art manufacturing facility. Three major expansions later, the plant now spans more than 115,000 square feet, employs nearly 500 people and houses the majority of all North American business operations.

Marquardt Cazenovia recently completed a \$2.5 million, 18,000-square-foot expansion to its receiving warehouse, which also initiated several departmental moves. As a result, Marquardt was able to add another 7,200 square feet of space to its manufacturing floor for incoming production lines, including projects for General Motors, John Deere and Caterpillar.

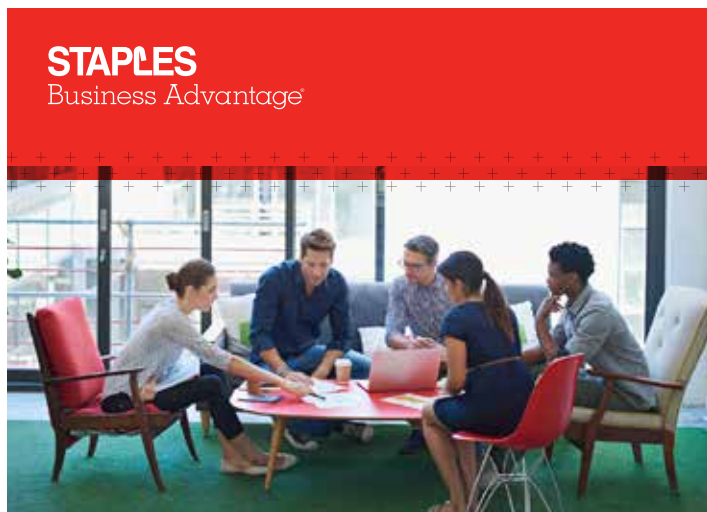
In order to support incoming projects, Marquardt has added more than 10 new jobs since the completion of the expansion and is projected to add another 35 before the end of 2018.

For more information on careers at Marquardt Switches, please visit us.marquardt.com/careers.

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.



Marquardt Switches specializes in electro-mechanical switches, sensors and switches, which it produces in Cazenovia.



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For more information, please contact CenterState CEO's Account Manager, Chris Murphy, at chris.murphy@staples.com or 315-741-3779.



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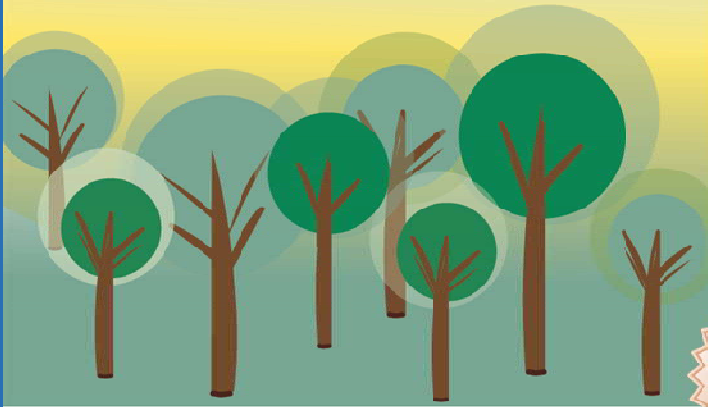
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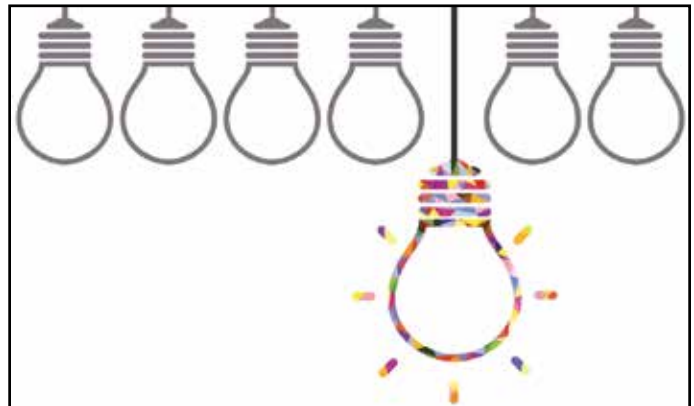
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CENTERSTATE CEO AMBASSADORS

CenterState CEO Ambassadors welcome new CEO members, and provide recognition to businesses celebrating important milestones. If your company or organization will be celebrating a special event in the near future, or if you are interested in becoming an Ambassador, please contact Sharon Abert at 315-470-1810 or sabert@centerstateceo.com.



Tom Anelli & Associates celebrates the grand opening of his new office at 121 E. Water St. in Syracuse.



Central New York Community Foundation, Inc., located at 431 E. Fayette St., Suite 100, Syracuse, celebrates its 90th anniversary.



Crouse Medical Practice – Cardiology celebrates its grand opening at Brittonfield Parkway in East Syracuse.



A new business, **Flawless Image**, located at 5805 Bridge St. in East Syracuse, celebrates its grand opening.



JAS Recruitment celebrates its newly expanded office located in the Salina Meadows Office Park.



The Syracuse City Ballet celebrates the opening of its new location at 932 Spencer St. in Syracuse.



Orso's Nu-Look Collision Center, formerly Nick Orso's, celebrates new ownership and new name. The company is located at 638 W. Genesee St. in Syracuse.



Pioneer Companies, located at 300 W. Fayette St. in Syracuse, is recognized on its 30th anniversary.



Sensory Technologies has opened a new office at 106 Dwight Park Circle, Syracuse.



Sola Salon Studios CNY celebrates its grand opening in Marshall's Plaza, 3409 Erie Blvd. E. in Dewitt.



Syracuse Orthopedic Specialists celebrates the grand opening of a new office at 8324 Oswego Road in Liverpool.



Strong Industries, located at Destiny USA, celebrates its first anniversary.

CENTERSTATE CEO CELEBRATES 289 BUSINESSES AS 2017 ECONOMIC CHAMPIONS

CenterState CEO recognized 289 companies as 2017 Economic Champions for their collective hiring of more than 5,000 employees, nearly two million square feet of expansions, and \$975 million in capital investments. Sixty-six companies were also recognized for opening the doors to a new business.

The accomplishments were celebrated at the Economic Champions Luncheon before a sold out crowd of more than 775 CenterState CEO members, community leaders and guests to the Nicholas J. Pirro Convention Center at Oncenter.

“Through this event we celebrate the companies that are at the forefront of our region’s growth and economic progress,” said CenterState CEO President Robert Simpson. “With each capital investment, new hire, expansion or new business, Central New York’s economy is strengthened. Their achievements—no matter how big or small—echo throughout the regional economy and impacts us all.”

The CenterState CEO Community Visionary Award, sponsored by Wegmans, was presented to Jubilee Homes of Syracuse, Inc. for its more than 30 years of service to the community. This award is given to a person, company or association that embodies the vision of economic opportunity and has had a significant impact on community prosperity.

The luncheon also featured remarks from Quentin Hillsman, head coach, Syracuse University Women’s Basketball. Hillsman shared his motivational insight on leadership, team building and community engagement.

“Congratulations to CenterState CEO’s 2017 Economic Champions, and thank you for the growth, diversity and opportunities you all have inspired across this region,” said Hillsman. “Teamwork is paramount to economic growth, and the leadership capabilities of one can truly impact the lives of many in a limitless and positive way.”

To see a complete list of the 2017 Economic Champions, visit <https://goo.gl/DrdRZX> Watch Simpson’s remarks at <https://goo.gl/ztEj7T>.



Keynote speaker Quentin Hillsman, head coach, Syracuse University Women’s Basketball inspires the crowd. [Watch the video at goo.gl/KCpYiV](https://goo.gl/KCpYiV).



Barton & Loguidice, D.P.C., one of this year’s 289 Economic Champions.

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Watch the 2017 Economic Champions video at <https://goo.gl/tXbL2k>



Walt Dixie, executive director, Jubilee Homes of Syracuse, Inc., accepts the Community Visionary Award presented by Wegmans. Pictured from left are CenterState CEO President Rob Simpson, Dixie and Evelyn Carter, director of community relations at Wegmans. Watch the video at <https://goo.gl/XJcpiV>

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MEMBER ESSENTIALS

Pastabilities in Syracuse starts selling dried campanelle pasta.



Everson Museum of Art launches Teen Arts Council.

NASCAR'S biggest, richest and most prestigious late model stock car race to be first event under Martinsville Speedway's new **Eaton** LED lighting system.

Housing Visions is among developers to break ground on a \$16 million project in Cortland.

Wegmans ranks among top 10 companies nationwide for best workplaces for women.

Anheuser Busch offers free Lyft rides through end of year.

Dalpos Architects are providing design services and Rich & Gardner Construction Co. is the general contractor on apartments for two downtown Syracuse buildings.

Sunoco's 1886 Malt House in Fulton—the largest in New York—starts production.

VNA Homecare, VNA Homecare Options, Home Aides of Central New York and all their respective affiliated organizations have been united into one new health care system, **Nascentia Health**.



Construction of the new **Redhouse Arts Center** in downtown Syracuse continues, with the first show scheduled for January.

Saab Defense and Security USA, LLC of East Syracuse wins \$118 million Coast Guard contract.

iv4 grows by merging with Rochester IT company.

Hewlett-Packard ranks print companies using a "print score." **PJ Green's** print score ranked them No. 1 in the North America region and No. 15 worldwide.

Greek Peak Mountain Resort evolves ski and ride experience with snowmaking improvements, new trails, improved rental fleet and more.

Gryphon Sensors plays key role in first part of 50-mile Central New York drone test corridor launch.

The **Central Association for the Blind and Visually Impaired** receives \$10,000 from the Mohawk Braille Transcribers.



SRC plans to add 1,000 drone-related jobs in next five years.

Upstate University Hospital's trauma team offers free one-hour training course on how to Stop the Bleed.



Lemon Grass owner to open Citronelle banquet space, restaurant in Armory Square.

Marriott Syracuse Downtown receives historic hotel award.

Mohawk Valley Community College and Mohawk Ltd. partner to grow technical drone workforce.

Gifford Foundation allocates \$454,000 in capacity building support to five nonprofits, including AccessCNY and Clear Path for Veterans.

Syracuse University receives \$500,000 in federal funding to spur entrepreneurship and upstate jobs growth.

Le Moyne College and Cazenovia College team up for "accelerated path" agreement in arts administration.

Unicircuit, Inc., a subsidiary of **Anaren**, wins \$7.8 million order to support airborne-radar application.

The Independent Insurance Agents & Brokers of New York (**IIABNY**) rebrands itself as Big I New York.



Lockheed Martin's helicopter-based missile detection system passes U.S. Navy review milestone.

YMCA of Greater Syracuse introduces its new chief executive officer, Mike Brown.



CENTRO employees in Syracuse contribute to a new nationwide program called Blessings in a Backpack, which helps feed school children in need.

New York Mets to buy **Syracuse Chiefs** and bring its Triple-A team to Syracuse.

Clear Path for Veterans hosts second annual veteran and community art show.

2018 CENTRAL NEW YORK COMMUNITY GUIDE: VISIBILITY OPTIONS AVAILABLE

Work has begun on CenterState CEO's 2018 Central New York Community Guide. The publication contains information on leisure, housing, education, health care, relocation, business and transportation that is valuable to someone new to the area. It is also used for professional recruitment and business attraction efforts. Companies working with businesses outside the region will find the guide is a valuable resource to educate others about the area and its vast resources.

As a benefit of CEO membership, members will receive a copy of the publication with the option to purchase more.

Companies interested in visibility opportunities in the guide should contact Beth Savicki at 315-470-1833 or bsavicki@centerstateceo.com.



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 Stephenie Pyle, Jefferson Clinton Hotel. Cory LaDuke, Cushman & Wakefield/Pyramid Brokerage Company, Inc., is vice chair.

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EVENTS

CenterState CEO Economic Forecast Breakfast

Wednesday, January 10

7:30 to 10:30 a.m.

Holiday Inn Syracuse/Liverpool
441 Electronics Parkway, Liverpool

Register by January 5

at www.centerstateceo.com/events

or contact Lisa Metot at 315-470-1870 or
lmotot@centerstateceo.com.

Join hundreds of CenterState CEO members, business leaders and executives for the presentation of the region's 2018 Economic Forecast.

Keynote Speaker: Gary Keith, chief economist, M&T Bank, will present an overview of national and state economic trends and their regional impact.

Cost: \$40 for members or \$400 for a table of 10; \$50 for non-members or \$500 for a table of 10. After January 5, the cost is \$45 for members or \$450 for a table of 10; \$55 for non-members or \$550 for a table of 10.

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Business After Hours & Member Showcase, November 2

5 to 7 p.m.

All Star Alley and Tavern – Destiny USA

Enjoy delicious food and beverages while networking in a fun environment. Attendees will receive a coupon for a complimentary game of bowling (shoes included) and the chance to win two round-trip tickets on Delta Air Lines. Contact Beth Savicki at 315-470-1883 or bsavicki@centerstateceo.com to reserve a display table. Cost*: \$15 for members; \$25 for non-members. *Buy one ticket, get one free!



CNYIBA Members Luncheon – Foreign Market Investigations for Cost-Conscious First Timers, November 3

Noon to 1:30 p.m.

Century Club, 480 James St., Syracuse

Meet fellow CNYIBA members and enjoy exporting perspectives from Joe Springer, general manager, Surface Technologies Division, Curtiss-Wright. Topics include tools and methodologies to choosing new international markets; a recommended agenda for foreign business trips; and more.



The Hidden Costs of Turnover: Why Talent Retention is Critical to Profitability, November 8

8:30 to 10 a.m.

ONEGROUP, 706 N. Clinton St., Syracuse

Cost of turnover has a huge impact on a company's profitability. We will look at the direct and indirect costs associated with employee turnover, and explore ways in which turnover can be reduced. Presented by Leslie Rose McDonald, Pathfinders CTS, Inc. Cost: \$10 for members; \$20 for non-members.



SyracuseFirst's Buy Local Bash, November 20

5 to 9 p.m.

CNY Regional Market (F Shed), 2100 Park St., Syracuse

Buy Local Bash, presented by AmeriCU Credit Union, brings together community members and locally owned, independent businesses of Central New York for a one-of-a-kind social, shopping and tasting event. This event spreads awareness about the importance of buying local and kicks off Buy Local Month, an effort to support for local independents during the holiday season. Cost: \$15 each or two for \$25. Contact Shannon Fults at 315-470-1884 or sfults@centerstateceo.com for additional information on sponsorships and/or vendor opportunities.



Executive Leadership Development Series Information Session, December 1

9 to 10 a.m.

Columbia College of Missouri – Hancock Field, 6796 Townline Road, Syracuse

Presented by Columbia College of Missouri – Hancock Field, with curriculum support from the Whitman School at Syracuse University, Le Moyne College, Empire State College, University College, Ahern & Murphy and Leadership Greater Syracuse. Learn more about this series that helps rising managers and executives reach the next level by enhancing critical thinking, communication and empowerment skills.



The Office 365 Immersion Experience, December 5

8:30 to 10:30 a.m.

The Tech Garden, 235 Harrison St., Syracuse

The Office 365 Immersion Experience is an interactive and engaging session and gives attendees a chance to try Office 365 hands-on with a device provided to you. Learn more about Office 365 and better understand its end-user adoption. Presented by IV4. Cost: \$20 for members; \$30 for non-members. Space is limited to 20 attendees.



University Hill Corporation Annual Meeting, December 13

Noon to 1:30 p.m.

Drumlins, 800 Nottingham Road, Syracuse

The keynote speaker is Matt Driscoll, executive director of the Thruway Authority, former commissioner of the New York State Department of Transportation. Cost: \$40 per person; \$300 for a table of eight.



GREATER OSWEGO-FULTON CHAMBER OF COMMERCE EVENTS

Speed Networking, November 16

8 a.m. Registration; 8:30 to 10 a.m. Program

Greater Oswego-Fulton Chamber of Commerce, Oswego

Bring your business cards and be prepared to engage in roundtable discussions while building relationships with other members. There is time for informal networking and sharing your one- to two-minute "pitch." Space is limited. Please pre-register.

2017 Holiday Social, December 7

5 to 8 p.m.

The American Foundry, Oswego

Join us for the 2017 Holiday Social! Members may purchase a tabletop display for \$75 to showcase their products and services. Sponsorship opportunities are also available. Contact Beth Savicki at bsavicki@centerstateceo.com. Sponsored by: Pathfinder Bank, SUNY Oswego and Oswego Health.



For more information or to register, visit www.oswegofultonchamber.com.

MAKE SCOTLAND YOUR NEXT ADVENTURE

Discover Scotland with CenterState CEO, September 23 to October 2, 2018. Highlights include bagpipe lessons, whisky distillery, Isle of Skye, Armadale Castle, Loch Ness, Orkney Islands, Dunrobin Castle, sheepdog demonstrations, St. Andrews, Edinburgh Castle and a Scottish cooking experience. Per person rates if booked by March 23, 2018 are \$3,899 (double) and \$4,399 (single). Price includes round-trip air from Syracuse Hancock International Airport, air taxes and fees/surcharges and hotel transfers. AAA members receive an additional \$50 discount per person. For more information, contact Jennine Lombardi at 315-701-2648 or jlombardi@nyaaa.com.



The gardens of Dunrobin Castle in Scotland.

MEMBER MILESTONES

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

45 YEARS

Dermody, Burke & Brown, CPAs, LLC
Wilcox Paper Company

35 YEARS

AmeriCU Credit Union
Apple Roofing Corp.
dB Audiology Associates, PC
MACNY - The Manufacturers Association

30 YEARS

Appel Osborne Landscape Architecture
Rich & Gardner Construction Co., Inc.

25 YEARS

Onondaga County Water Authority

20 YEARS

Barton & Loguidice, D.P.C.
Hezel Associates: Evaluation, Research & Planning
MediaMarCon, Ltd.
Northeast Interior Systems, Inc.
YMCA of Greater Syracuse, Inc.

15 YEARS

Blessed Sacrament School
Destiny USA
Fuccillo Hyundai of Syracuse, Inc.
Stickley, Audi & Co.

10 YEARS

Annese & Associates, Inc.
Harrison Bakery, Inc.
Sam Rao Florist, Inc.

5 YEARS

Advanced Automation Corporation
Calocerinos Engineering, PLLC
Colgate Inn
Cortland Research, LLC
Hospitality Concepts Group, LLC
Klepper Hahn & Hyatt
Nasiff Associates, Inc.
Onondaga County Resource Recovery Agency (OCRRA)
Pelco Component Technologies
Symphoria



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