

## ECONOMIC CHAMPIONS: CELEBRATING CNY BUSINESSES



CenterState CEO Invites Members to Join 21-Day Racial Equity Habit Building Challenge

CenterState CEO presents its Economic Champions Celebration virtually next month. This popular annual event will celebrate the region’s outstanding businesses and organizations as Economic Champions for driving the region’s economy, in particular this year, amidst the COVID-19 crisis and beyond.

The event recognizes business contributions – large and small – that grew the Central

New York economy by adding jobs, opening their doors, expanding or investing in their operations, and much more.

New this year, organizations are invited to nominate in new categories that demonstrate their resilience and innovation during the COVID-19 pandemic. **Innovation Excellence** recognitions, sponsored by AmeriCU, will acknowledge businesses and organizations that have made a significant innovation in a product, process, or program in 2020 in response to COVID-19 that contributed to growth or improved quality of life for the people of Central New York. **Resilient Response** recognitions will acknowledge companies and organizations that quickly adapted a product, service or program to respond to the COVID-19 crisis that exemplified its business resiliency and resulted in company growth or public benefit.



Private Online Live Courses with Disney Institute



Election 2020 Candidate Forums for CenterState CEO Members

## NOMINATE, THEN JOIN THE CELEBRATION!

Businesses may nominate themselves or others as Economic Champions by October 15 at [www.centerstateceo.com/Economic-Champions](http://www.centerstateceo.com/Economic-Champions); past recipients may apply. Economic Champions will be recognized at the live virtual event 12 to 1 p.m. on November 19. **Register to attend virtually**, and see page 18 for event details.

Economic Champions are those contributing to the growth of the Central New York economy by:

- adding jobs;
- opening a business;
- expanding operations;
- making capital expenditures due to growth;
- receiving state or national recognition;
- celebrating a significant milestone (i.e., company anniversary); or
- innovation and resilience in the face of COVID-19.

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*continued on page 2*



CenterState CEO Events: Economic Champions Celebration

# CELEBRATING CNY BUSINESSES continued from front page

CenterState CEO's **Community Visionary Award**, sponsored by Wegmans Food and Pharmacy, will also be presented to Allyn Family Foundation for embodying a vision of economic opportunity, and for its work to create a significant positive impact on community prosperity.

"We know that 2020 has been an unprecedented, challenging year for residents and businesses across all industries in Central New York, faced with the dual pandemics of COVID-19 and social injustices," said Rob Simpson, president of CenterState CEO. "However, we must not overlook the successes and bright spots in the midst of it all, however big or small. It's more important than ever to celebrate the perseverance, tenacity and resilient spirit of our members and the business community. The resounding commitment to business growth and greater prosperity is essential to our forward progress and emergence from this crisis."

Businesses may self-nominate to be recognized as an Economic Champion, and past recipients may apply. **Nominations must be submitted** by October 15 detailing achievements during the eligibility period of October 5, 2019 to October 15, 2020. **Members and the community are invited to attend to help recognize and celebrate these achievements.**

## THANK YOU EVENT SPONSORS!

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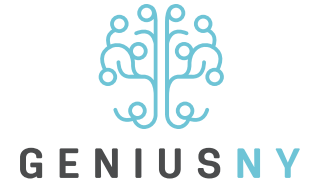
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# GEOPIPE WINS \$1 MILLION 2020 GENIUS NY PITCH FINALS

CenterState CEO, together with New York state, awarded **Geopipe** the \$1 million grand prize during the GENIUS NY competition's first virtual pitch finals in September. GENIUS NY is the world's largest business competition focused on unmanned systems, cross-connected platforms and other technology-based sectors. **BotsAndUs** from the United Kingdom; **Droneseed** from Seattle, Washington; **Eget Liber** from Syracuse; and **Skyy Network** from Australia, were each awarded investments of \$500,000 for a total of \$3 million awarded at the competition.

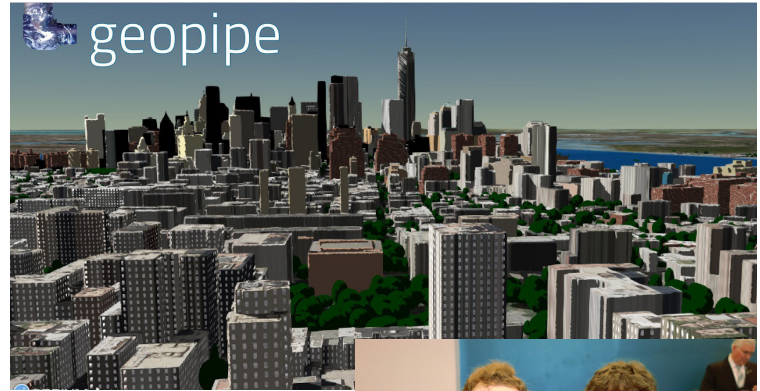


Geopipe is building the whole-Earth digital twin by using advanced artificial intelligence (AI) to create immersive 3D models of the real world. The company enables game and simulation developers, automotive and construction professionals, and others, to stream perfect virtual copies of real places into software and experiences. Geopipe's AI not only creates lookalike copies of the real world, but labels every detail, so the virtual worlds are readable by machines like self-driving vehicles. A four-year-old startup founded in New York City, Geopipe has grown through investment and grants, and with offices across three cities, it continues to develop deep tech to digitize the analog world.

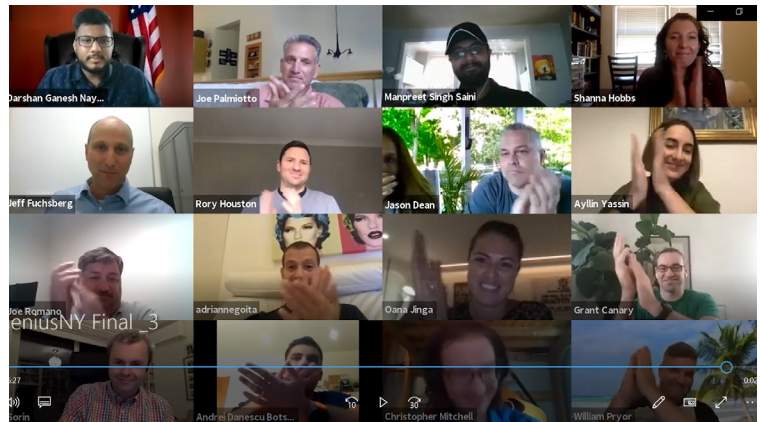
"As we have seen with previous rounds of this program, these teams will take these investments and build on their success," said Rick Clonan, vice president of Innovation and Entrepreneurship at CenterState CEO. "We know the collaboration across the teams will also accelerate, which supports the critical ecosystem we are building in Central New York. These teams will advance their technologies at The Tech Garden and use the world-class resources only found in this region well beyond the program's conclusion at the end of 2020."

During the event, the teams pitched their business plans to a panel of eight judges. Following the pitches, all five competitors were awarded one of five investments. The teams will use these investments to continue to accelerate their growth and expand their presence in the region. New York state has invested \$20 million in GENIUS NY's four rounds of competition.

Learn more at [www.geniusny.com](http://www.geniusny.com).



Geopipe founders: Christopher Mitchell, Ph.D., CEO, and Thomas Dickerson, Ph.D., chief science officer.



GENIUS NY teams applaud as Geopipe is announced the \$1 million grand prize winner.

## Thank You Judges

- Alfonso Aguila**, senior associate, Armory Square Ventures
- Anthony Basile**, interim president and CEO, NUAIR
- Somak Chattopadhyay**, managing partner, Armory Square Ventures
- Jim Fayle**, regional director, Empire State Development Corporation
- Craig Marcinkowski**, senior vice president of strategy and business development, Fotokite
- Noa Simons**, executive director, Upstate Capital Association of NY
- David Montanaro**, president and founder, Strategic Advisory Associates
- Marc Viggiano**, former head of Saab's Traffic Management business, and founder, Niteopark

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# CENTERSTATE CEO INVITES MEMBERS TO JOIN 21-DAY RACIAL EQUITY HABIT BUILDING CHALLENGE

CenterState CEO is proud to partner with the United Way of Central New York and the YWCA for the [21-Day Racial Equity Habit Building Challenge](#), and invites members and the community to begin, or continue, their journey to learn about equity and take actionable steps to address it.

The challenge launches October 1 and culminates at 7 p.m. on October 21 with a virtual **Community Conversation with Dr. Ibram X. Kendi**, one of America's foremost historians and leading antiracist voices. Dr. Kendi's presentation is brought to Central New York by Syracuse University and Friends of the Central Library, and is sponsored by Rosamond Gifford Foundation, Central New York Community Foundation and WCNY.

## What is the Challenge?

Creating effective social justice habits—particularly those dealing with issues of power, privilege, supremacy and leadership—is like any lifestyle change, and change is difficult. The 21-Day Racial Equity Habit Building Challenge encourages participants to be intentional about increasing their understanding and shifting behaviors around issues of race, privilege and social justice.

People can register for Central New York's Challenge at [www.cnyequity.org/signup](http://www.cnyequity.org/signup), a new website that will host the community conversation around equity. For 21 days starting October 1, participants will receive an email with links to content that allows them to access an array of information. They are asked to do one action to further their understanding of power, privilege, supremacy, oppression and equity. They can take part in readings, podcasts, videos, observations and ways to form and deepen community connections. The CNY 21-Day Challenge is based on a program originally conceived by diversity experts Dr. Eddie Moore, Jr. and Debby Irving. Suggestions for resources to read, listen, watch, notice, connect, engage, act, reflect and stay inspired can be found at [www.eddiemoorejr.com/21daychallenge](http://www.eddiemoorejr.com/21daychallenge).



## How Businesses Can Participate

CenterState CEO calls on companies and organizations to become active partners in this effort. Businesses interested in sponsoring these important efforts in Central New York will be recognized on the new website and will:

- Encourage its employees to register and participate in the challenge.
- Promote participation by members of the community using social media and other methods.
- Contribute \$100 to support the challenge and future community equity efforts.

CenterState CEO is committed to engaging its own staff in the challenge, and is creating additional opportunities to engage in conversations with colleagues about things they are learning throughout the course of the month, and beyond. **Sign up to participate in the challenge at [www.cnyequity.org/signup](http://www.cnyequity.org/signup)**. To become a sponsor contact Nancy Kern Eaton, United Way of Central New York, at 315-428-2201 or [neaton@unitedway-cny.org](mailto:neaton@unitedway-cny.org).

# WHERE TO BEGIN? GETTING STARTED ON A PATH TO EQUITY

By Dr. Juhanna Rogers, VP of Racial Equity and Social Impact

We are living in a moment where corporate leadership and companies are examining ways to engage on issues of race, equity, inclusion and economic and social justice. As we begin to develop new services and dig deeper as an organization on these very issues, we've heard from many that feel lost and unclear about how to begin the work, and how to drive systemic change. The stakes are high, and it may seem like a huge barrier to overcome at a time when all eyes are on you as a business leader. However, the most courageous thing you can do at this moment is start!

Many people, depending on age, community in which they grew up, family structure, or comfort level, have had very few opportunities to engage in conversations regarding race and equity. For many, their engagement in conversations about race is often in its infancy. This makes it challenging for anyone to know where to start on a path to greater awareness, or how to take intentional actions that lead to shifts in personal and organizational behaviors that affect change. As business leaders, you may ask, how can we, as an organization, do more on this topic? How can we be more intentional about this work, and invest in a more inclusive and equitable workplace?

It is easy to acknowledge that change needs to happen and then resume business as usual. Recognizing that you, your staff and your organization are likely not equipped to address this topic on your own is an authentic place to start, because from there more intentional action can begin. There are steps that everyone can take to begin their initial assessment and embark on courageous actions toward change:

1. Creating awareness: admit where you are falling short in the areas of diversity, equity and inclusion (DEI) within your organization and set a goal to raise that bar.
2. Create the space: identify a group of people or team to start the conversations and get insight. These groups should include people of color and some white colleagues. Your goal should be to gain deeper insight into understanding how race and current events are affecting the environment.
3. Commit to growing, learning or changing something that you can do differently.

We are here to support you in these efforts, and available to discuss how your business can begin its action plan around race and equity.

You can also get started by joining CenterState CEO and others around the region in the **CNY 21-Day Racial Equity Habit Building Challenge** this month. We are proud to partner with the United Way and so many others on the challenge, as well as engage our own staff in participating in this important effort. I encourage you to join us. Visit [www.cnyequity.org/signup](http://www.cnyequity.org/signup) to take part, and see page 4 for more information.

We look forward to taking this journey with you.



*New 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.*

## PRIVATE ONLINE LIVE COURSES WITH DISNEY INSTITUTE

CenterState CEO is pleased to announce that Disney Institute is offering an **exclusive two-hour Disney's Approach to Business Excellence online live course on October 27**, as well as a **five-hour Disney's Approach to Business Exclusive online live course on December 9**, for its members and the community.

Presented live online by Disney Institute leaders, Disney's Approach to Business Excellence course offers the opportunity to build one's professional knowledge and discover proven Disney business insights from their chain of excellence. The presentation will include Disney best practices in leadership excellence, employee engagement and quality service that can be adapted and applied to one's profession, team or organization to achieve greater results.

[Click here](#) to register and receive the special booking code or visit the Disney Institute website for more details on this course. Hurry, seats are limited!



# SYRACUSE SURGE SUMMIT: TECH INNOVATORS & TALENT SOLUTIONS FOR CNY, OCTOBER 14-15

CenterState CEO is working with the City of Syracuse, Syracuse University School of Information Studies and Microsoft to plan the first annual Syracuse Surge Summit, taking place virtually October 14-15. The two-day online event will showcase Syracuse Surge, a partnership initiated by the City of Syracuse, that, along with Onondaga County, is working with New York state to launch an unprecedented series of investments in tech infrastructure that will position Syracuse as one of America's "smartest" cities and a global leader in the New Economy.

The event is funded in part by JPMorgan Chase & Co. as part of the *AdvancingCities* challenge. Through its JPMC *AdvancingCities* grant, CenterState CEO is helping to drive inclusive growth strategies in Surge through workforce development, minority, veteran and women-owned business development and community engagement.

Day one of the Summit will focus on Surge Strategies and Initiatives and feature discussions on work done to date, lessons learned, where the community is headed and how businesses can connect to opportunities created by Surge. Speakers will feature local businesses and entrepreneurs who are thriving in the New Economy, and employers and workforce partners focused on growing tech talent in the region.

Day two will feature members of Generation Next's Tech and Culture group and spotlight diverse young entrepreneurs and professionals from the community. Education partners will discuss ways they are cultivating the next generation of tech leaders and breakout sessions will feature how local organizations are creating non-traditional pathways into tech careers within the community.

To learn more, contact [LChyle@centerstateceo.com](mailto:LChyle@centerstateceo.com).



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## COVID-19 BUSINESS FUNDING RESOURCES

Several funding sources are still available to support businesses and nonprofit organizations affected by the COVID-19 pandemic. Please refer to page 4 of [last month's newsletter](#) to determine whether your business or nonprofit might be eligible to apply.

### New this month:

#### \$2.3 Million Awarded to Help Small- and Mid-sized Manufacturers

The state awarded the Cares Act Funding for four organizations to provide critical services to small- and mid-sized manufacturers as they adapt to changing market conditions amidst the COVID-19 pandemic, including \$350,000 to FuzeHub, \$650,000 to ITAC, \$500,000 to the Manufacturing and Technology Enterprise Center, and \$800,000 to the Center for Economic Growth. The awardees will use the funds to assist companies in reshoring and rebuilding supply chains, securing personal protective equipment, improving safety and efficiency, adopting new technologies and enhancing resilience for future disruptions.

A graphic with a blue background and white text that reads "COVID-19 BUSINESS RESOURCES". Below the text is the CenterState CEO logo.

Stay up to date on relevant COVID-19-related business resources and CenterState CEO's response efforts at [www.centerstateceo.com/covid19resources](http://www.centerstateceo.com/covid19resources), and contact us at [support@centerstateceo.com](mailto:support@centerstateceo.com) if we can help.

# MEMBERS AMONG CNY'S BEST PLACES TO WORK

CenterState CEO members were among the 2020 Central New York's Best Places to Work. This prestigious award was created by BizEventz and sponsored by The Central New York Business Journal to identify, recognize and honor the top companies that offer the best places of employment in Central New York, thereby benefiting the state's economy, workforce and business environment. **Congratulations!**



## Under 10 Employees

- Nave Law Firm
- Secure Network Technologies, Inc.

## 10 to 50 Employees

- Advanced Business Systems, Inc.
- Appel Osborne Landscape Architecture
- BME-Business Machines & Equipment, Inc.
- Capital Collection Management
- Digital Hyve
- Gardner & Capparelli CPAs LLP
- HOLT Architects, P.C.
- iV4
- JAS Recruitment
- N.K. BHANDARI Architecture and Engineering PC
- Oswego County FCU
- Rockbridge Investment Management
- Seneca Savings
- Site-Seeker, Inc.
- United Way of Central New York, Inc.
- Westelcom

## 51 to 100 Employees

- Bowers & Company CPAs, PLLC
- Dannible & McKee, LLP
- Environmental Design & Research, Landscape Architecture, Engineering & Environmental Services, D.P.C.
- Reagan Companies
- The Bonadio Group
- Usherwood Office Technology

## 100+ Employees

- Assured Information Security AIS
- Bankers Healthcare Group
- Driver's Village
- NBT Bank
- Syracuse Orthopedic Specialists
- Terakeet
- Thompson & Johnson Equipment Co. Inc.

For a complete list of this year's honorees or to watch the event, visit <https://www.cnybj.com/2020-best-places-to-work-awards/>.

# 40 UNDER FORTY RECOGNIZES CENTERSTATE CEO STAFF AND MEMBERS

40 under Forty, produced by BizEventz, Inc., a division of The Central New York Business Journal, recognizes 40 ambitious, hard-working, civic-minded individuals, who are younger than 40 and go above and beyond at their workplace and in the community.



CenterState CEO congratulates its very own Dr. Juhanna Rogers, vice president for racial equity and social impact, for being among this year's recipients, and the following members named 2020 40 Under Forty honorees:

- Rebecca Alexander**, Upstate Medical University
- Jennifer Alfieri**, Tompkins Financial Advisors
- Alexander Behm**, Clear Path for Veterans Inc.
- Nicole Chidsey**, Syracuse Orthopedic Specialists, PC
- Georgia Crinnin**, Bousquet Holstein PLLC
- Thandekah Dancil**, Syracuse University
- Kara Gemmell**, The Nottingham - a Loretto Community
- David Graham**, CH Insurance
- Jaime Lawlor-Wager**, Cumulus Media
- Brian Leydet**, SUNY ESF
- Adam Mastroleo**, Bond, Schoeneck & King

- Courtney Merriman**, Barclay Damon LLP\*
- Beth Meyer**, M&T Bank Insurance Agency
- Brian Raphael**, Empire Dermatology, PLLC
- Juhanna Rogers**, CenterState CEO
- Patrick Rohe**, Rockbridge Investment Management
- Nick Shires**, Dannible & McKee, LLP
- Emily Taylor**, Drive Research
- Nicole Teska**, Bowers & Company CPAs
- Asalim Thabet**, Upstate Medical University
- Kim Zaccaria**, SRC, Inc.

For a complete list of this year's honorees, visit <https://www.cnybj.com/2020-40-under-forty-awards/>.

\*=Greater Oswego-Fulton Chamber of Commerce member, a fully integrated partner of CenterState CEO.

# GOVERNMENT RELATIONS

## Early Voting Offers Alternative to Casting Ballot on November 3

New York voters have options when it comes to choosing their preferred candidates for office this fall. In addition to voting on November 3 or casting an absentee ballot, voters can elect to vote early. In Onondaga County, residents can vote in-person before Election Day at one of six designated early voting sites.

Voters may cast their ballot at the site they consider most convenient:

- Camillus Fire Station** (5801 Newport Road, Camillus)
- Clay Town Hall** (4401 Route 31, Clay)
- DeWitt Town Hall** (5400 Butternut Drive, East Syracuse)
- LaFayette Fire Station** (2444 Route 11 S., LaFayette)
- Armond Magnarelli Community Center at McChesney Park** (2300 Grant Blvd., Syracuse)
- Southwest Community Center** (401-425 South Ave., Syracuse)

Early voting begins October 24 and runs through November 1. Hours vary by day:

|                              |                              |                              |
|------------------------------|------------------------------|------------------------------|
| 10 a.m. to 3 p.m. October 24 | Noon to 8 p.m. October 27    | 10 a.m. to 6 p.m. October 30 |
| 10 a.m. to 3 p.m. October 25 | Noon to 8 p.m. October 28    | 10 a.m. to 3 p.m. October 31 |
| 10 a.m. to 6 p.m. October 26 | 10 a.m. to 6 p.m. October 29 | 10 a.m. to 3 p.m. November 1 |

For more information on early voting, visit [www.ongov.net/elections](http://www.ongov.net/elections) or call the Onondaga County Board of Elections at 315-435-8683. Outside of Onondaga County, additional information is available at the [New York State Board of Elections website](http://www.ny.gov/elections).



## Election 2020 Candidate Forums for CenterState CEO Members

Every Tuesday through October, CenterState CEO is hosting a series of virtual candidate forums for members featuring the key contested elections in the Syracuse region. Members are invited to attend these forums to hear directly from the candidates on some of the most important issues facing the region, the state and the nation. Issues will include topics such as a pandemic response, taxes and the budget, economic development, climate issues, infrastructure and steps to address equity and inclusion in society.

Sessions will be moderated by CenterState CEO President Rob Simpson. Candidates will answer questions from three panelists from CenterState CEO member companies. Members attending the forums will also have the opportunity to submit questions via the chat feature of the virtual sessions.

The series culminates October 27 with an analysis of the 2020 national election landscape by John Zogby, a nationally recognized pollster, author, political strategist, and founder and senior partner of the Utica-based John Zogby Strategies. Zogby will examine his outlook for the presidential race as well as control of the House and Senate, just one week before Election Day.

One ticket provides members with access to all sessions. The series is open to CenterState CEO members only, and begins at 4 p.m. each Tuesday until the week before Election Day. [Click here to learn more and register.](#)

**MEMBER EXCLUSIVE**

### Election 2020 Candidate Series

**Schedule of Forums**  
4 to 5:30 p.m.

- Oct. 6 – 50th NY Senate District**  
John Mannion (D) and Angi Renna (R)
- Oct. 13 – 53rd NY Senate District**  
Rachel May (D) and Sam Rodgers (R)
- Oct. 20 – NY-24 Congressional District**  
John Katko (R) and Dana Balter (D)
- Oct. 27 – National Election Outlook**  
John Zogby, John Zogby Strategies

**REGISTER HERE »**

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## The Tech Garden Presents Hack Upstate XV, October 3 and 4 – First Virtual Hackathon

Hack Upstate is now in its 15th installment in a series of weekend hackathons that happen twice a year (i.e., fall and spring) where engineers, developers, designers and innovators from across Upstate New York meet up to share ideas, form teams and build incredible projects. The event will be virtual on Oct. 3 and 4. Hack Upstate is aimed at advancing Upstate New York's tech community through events and education. To learn more and sign up visit, <https://hackupstate.com/home>.



## Three More Episodes Added to TTG Podcast, Making It Happen

Listen to The Tech garden's newest podcast, Making It Happen. This month three local startups share their stories: Fotokite, a company using tethered drones for public safety; Wex Energy, creating energy-saving window retrofits; and Tonquin, the Uber of auto part stores. Listen on [Apple](#), [Spotify](#) or other podcast services.

## Tech Garden Member Spotlight

### Congratulations to Panasci Business Plan Winners: Smarta, FSCL and CLLCTVE

Syracuse University's Martin J. Whitman School of Management recently hosted its annual Panasci Business Plan Competition. David Fox and Nick Barba, co-founders of Smarta, won the \$20,000 first prize; Sam Hollander, founder of FSCL, won the \$7,500 second prize and \$5,000 Gilded Social Award; and Kelsey Davis, co-founder of CLLCTVE, won the \$2,500 third prize with co-founder Brendan O'Keeffe '20. Both Smarta and FSCL are new TTG members.

Smarta is creating the world's best marketplace to search for student off-campus housing. Unlike traditional property listing platforms, Smarta is focusing on a niche market that struggles with finding quality rental properties. FSCL is pioneering the use of alternative finance vehicles to build a simple, affordable and flexible solution to finance higher education.

The Panasci Business Plan Competition is a prestigious campus event that showcases well-crafted innovative business proposals to distinguished entrepreneurs, investors and industry professionals. It is open to graduate and undergraduate students from every academic program across campus.

Learn more about the competition at [www.launchpad.syr.edu](http://www.launchpad.syr.edu).

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# GOFCC GOLF SOCIAL

More than 75 golfers enjoyed a day of golf and team-building during the Greater Oswego-Fulton Chamber of Commerce (GOFCC) annual Golf Social, presented by Novelis, at the Oswego Country Club. Congratulations to CPS Recruitment for finishing first in the tournament. Prizes were also awarded to Jeremy Fadden and Nikki Fowler for the longest drive, and to Brian Anderson and Liz Dorsey for closest to the pin contest.



Three teams came in on top in the Skins competition: Community Bank (Hole #14); Oswego Health (Hole #17); and GOFCC/CenterState CEO (Holes #4 and #5). Tim Stitt of MCK Building Associates won this year's 50/50 raffle.

This event would not be possible without the support of its sponsors. Novelis (presenting sponsor); Pathfinder Bank, National Grid, Oswego Health, Eagle Beverage and SUNY Oswego (business sponsors); Burke's Home Centers (lunch-at-the-turn sponsor); NBT Bank (on-course games sponsor); Kinney Drugs (water bottle sponsor); Litatro (live music sponsor); Morningstar Care Center (tee sponsor); Canale Insurance & Accounting, New York Small Business Development Center and Century 21 Galloway Realty (supporting sponsors); Lock 1 Distilling (hand sanitizer sponsor); Uniforms Etc. (face mask sponsor); FitzGibbons Agency (hole-in-one sponsor); and Mitchell's Speedway Press (printing sponsor).



Team CPS Recruitment is the proud winner of the GOFCC Golf Social at the Oswego Country Club.



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# MEMBER ESSENTIALS

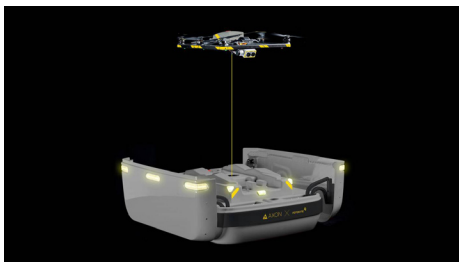
**Synapse Services, LLC** was recently recognized as a “Top Insurance Workplace” by Insurance Business America Magazine.

**SRCTec** of Cicero wins \$90 million Air Force contract for drone defenses.

**SkyOp** has launched a new consultancy division for enterprise-level corporations seeking to realize the advantages drone technology can deliver for large-scale businesses.

**Lockheed Martin** wins \$16 million contract for work on systems for anti-submarine rocket-assisted torpedoes.

Axon & **Fotokite** partner to offer autonomous tethered drone technology in U.S. & Canada.



**Cayuga Milk Ingredients** is transforming unusable dairy byproduct destined for disposal facilities into hand sanitizer.

**ComSource** moves its headquarters to downtown Syracuse.

**Marathon Energy** has acquired National Fuel Resources, Inc.

**Symphoria** to live stream concerts in ninth season; no audience through at least November.

**Advance Media New York's** creative team wins 18 advertising and marketing awards.

**Healthway Family of Brands** lands contract to help nation's largest school district return to class.

**M3 Innovations** is preparing to sell sports lighting they say will double as a coronavirus killer at high school athletic fields.

For the third time in five years, USA Today readers named **Beak & Skiff** the nation's best apple orchard.



State to establish center for sustainable materials management at **SUNY College of Environmental Science and Forestry**.

**Burritt Motors** opens \$9 million superstore facility in Oswego for Chrysler, Dodge, Jeep, Ram dealerships.

**NOCO Energy** acquires Syracuse's Glycol Blender.

Recent business at **Century Party Rental** is booming as colleges hold classes outside.



Donations at the **Rescue Mission Alliance** spike as people clean out their homes during the pandemic.

**Abundant Life Christian Center** hosts food drive where produce, meat and dairy were distributed.

**TCGPlayer** to hire more than 100 full-time employees.

The **Oneida Indian Nation's** Turning Stone Resort Casino has earned a record-high 27 Best of Gaming Awards from Casino Player Magazine, including being named #1 Best Overall Gaming Resort in New York.



**Food Bank of Central New York** names Karen Belcher executive director.

**Syracuse Hancock International Airport** will add a bar featuring local wines and beers.



Courtesy: Delaware North and Silhouette Design Architecture

FDA approves **SUNY Upstate Medical University's** saliva swab COVID-19 test for wider use. **Upstate University Hospital** using ROSA brain robot for minimally invasive brain surgery.



**Girl Scouts of NYPENN Pathways** formally opened the organization's new solar STEM lab and classroom in Broome County.



**SUNY Oswego** will use state grant funding to support the Collegiate Science and Technology Entry Program, which helps “underrepresented and/or economically disadvantaged” students entering STEM or professional-licensure fields.



**HealthWay to Put Air Purifiers in All SCSD Classrooms** The Syracuse City School District is partnering HealthWay of Pulaski to put two air purifiers in each classroom totaling 2,400 units across the district.

**The Community Foundation of CNY** awards first of \$1 million to help Black-led groups spur dialogue and combat racism.



Share Member News with Us!  
Submit your member news at

[www.centerstateceo.com/add-member-news](http://www.centerstateceo.com/add-member-news)

# 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, co-chaired by Rita Marble, Pinnacle Employee Services, and Charles Harkola, Nurse Connection Staffing, Inc.

## Capital Collection Management LLC



Capital Collection Management (CCM) provides modern, technology-driven collections, debt purchasing and litigation services for enterprises that need engagement with empathy, experience with compliance and excellence in debt recovery. Leveraging state-of-the-art analytics and machine learning combined with a service-focused approach, CCM helps organizations from a variety of industries protect their brands and improve their bottom lines. Jacob Corlyon  
318 S. Clinton St., Suite 400  
Syracuse, NY 13202  
www.capitalcollect.com

866-272-4035

## CINSYR Creative Group, LLC



CINSYR Creative Group designs and builds brands that turn heads and drop jaws. CINSYR Creative Group is a passionate team of "what if-ers" who love what they do. Period. strategy // branding // environments // packaging // content  
Michael Vine  
Syracuse, NY  
www.cinsyr.com

315-744-2876

## DiBella's Subs



DiBella's goal is to make the best sub you've ever had. DiBella's bread is baked fresh throughout the day and staff prepare every sandwich using the highest quality of meats, cheeses, condiments and choice of toppings. DiBella's also caters events!  
5805 Bridge St.  
East Syracuse, NY 13057  
www.dibellas.com

315-627-6620

## RF Interconnect, LLC

RF Interconnect's mission is to serve the modern engineer by streamlining the search process for RF Interconnect technologies. RF Interconnect's fully interactive web-tool directly connects customers to products across the industry that meet their design requirements and project goals.  
Adam Vitale  
Merchants Commons Building  
Syracuse, NY 13202  
www.rfinterconnect.com

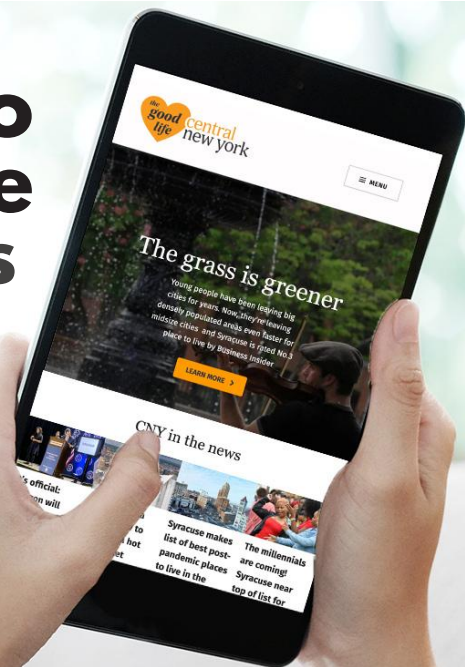
315-729-8250

# 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



A project of  
CenterState CEO



# CENTERSTATE CEO ECONOMIC CHAMPION

## Marathon Boat Group

Celebrating 75 years of aluminum boat building, Marathon Boat Group (MBG) began the 2020 calendar year with the introduction of new models and by launching a new boat brand. Headquartered in Marathon, New York, MBG builds several boat brands including DuraNautic utility, Jon and fishing boats and Grumman canoes. The company's newest brand – Vanderbilt – is an aluminum luxury pontoon boat series.

"To accommodate Vanderbilt and its larger models, we expanded our manufacturing footprint and hired additional skilled labor in Q3," said MBG Chief Financial Officer Kevin Thompson. "We also invested in computerized systems and processes to ensure quality and to expedite new product introductions."

The new brand enjoyed immediate success at numerous boat shows and accumulated a backlog of orders before businesses were asked to shut down in response to the COVID-19 pandemic. Although production ceased just as the new brand was gaining traction, orders continued to roll in with the sales force working remotely.

"We strategically used the downtime to reorganize production as we transition into what will be a new way of conducting business," Thompson said. "Because, while it is important for us to get our employees back to work so they can afford to live, it is even more important to ensure their work environment does not put them at risk for the virus."

The backlog of orders bodes well for MBG as work is being phased back in. "We are well positioned to take advantage of the growth and the momentum we built prior to the shutdown," Thompson said.

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.



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# CENTERSTATE CEO AMBASSADORS

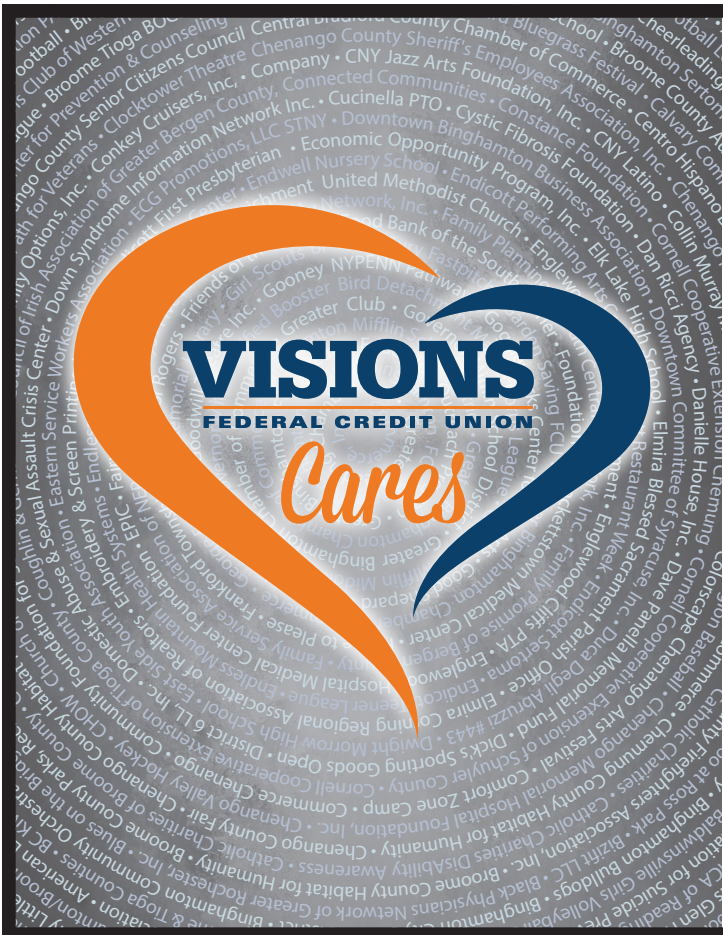
CenterState CEO Ambassadors welcome new CEO members and provide recognition to businesses celebrating grand openings, company anniversaries, and other important milestones. While the Ambassadors are practicing social distancing during the COVID-19 pandemic, we still want to recognize and celebrate your special event. Please contact Sharon Abert at 315-470-1810 or [sabert@centerstateceo.com](mailto:sabert@centerstateceo.com) to share your recent milestone, or find out how you can join the Ambassador committee.



**His Visions & Legacy Inc., DBA Outside the Box Drop In Program**, at 53 North St. in Marcellus, celebrates its grand opening. Learn more at [Facebook.com/OTBDIP](https://www.facebook.com/OTBDIP).



**Scratch Bakehouse** opens a second location at 629 W. Fayette St., 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 make a difference where you live.

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## Last Chance to Visit the Downtown Farmers Market This Fall

There are still a couple of weeks left to enjoy the Downtown Farmers Market in Clinton Square. Every Tuesday through October 13, 9 a.m. to 3 p.m., the market offers a bounty of fall products including apples, pumpkins and sunflowers. New York state recognizes farmers markets as an essential service that provides the community with open-air access to fresh produce. To support the health of shoppers, farmers and staff, the Downtown Committee is following public health guidance for farmers markets outlined by New York State Agriculture and Markets.



Please note, this is an archived photo. All customers and farmers at the Downtown Farmers Market must wear masks that cover the mouth and nose.

## New York Main Street Program Update

The two-year New York Main Street grant program is now underway with the Downtown Committee of Syracuse. Using funds secured through New York state, the Downtown Committee has targeted redevelopment activity along the Salina and Warren Street corridors, incentivizing projects that increase density and the vibrancy of the street-level experience by providing funding support. Investments from this program have supported building renovations that convert vacant spaces into shopping and dining destinations, new apartments, new office spaces and upgrades to building facades. Most recently, storefront space for retailers Scholars & Champs and new downtown sustainable clothing boutique, Gypsy Freedom, have been completed on South Salina Street inside the Pike Block.



Caeresa Richardson, owner of Gypsy Freedom, celebrates the grand opening of the store on August 31.

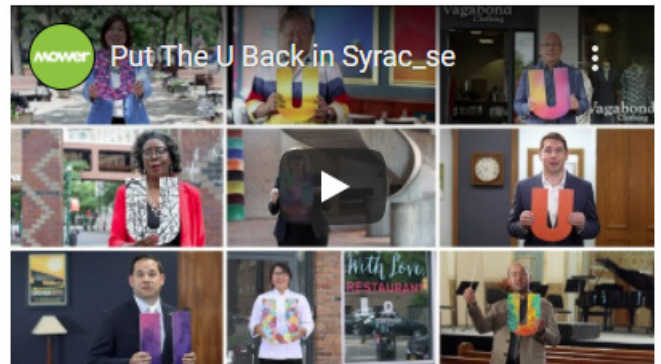
## Put the 'U' Back in Syrac\_se Campaign Continues

As the community readjusts to a new environment, community partners are raising awareness and building buzz about how to support local businesses and destinations, while still acting responsibly.

The Put the 'U' Back in Syrac\_se campaign – led by the Downtown Committee in partnership with Mower, with support from Onondaga County Executive Ryan McMahon, Syracuse Mayor Ben Walsh and Visit Syracuse – is designed to put “you” back into Syracuse.

The eight-week promotion encourages members of the community to visit retailers, restaurants and museums – and other places that they've missed – now that many have re-opened safely and responsibly.

The creative concept behind Put the 'U' Back in Syrac\_se, as well as all campaign materials including the billboards and posters across Onondaga County, were created and designed by the innovative minds at Mower.



**This video** features 13 Central New Yorkers – you may recognize community leaders, entrepreneurs, restaurant and retail shop owners, as well as representatives from arts and cultural institutions.

The Put the “U” Back in Syrac\_se Mural, located at 327 W. Fayette St. near the Onondaga Creekwalk, has become a popular photo opp. Designed by local artist Ally Walker, the mural has been popping up in dozens of social media posts around the community. @SyracuseHistory took the Put the “U” Back in Syrac\_se concept one step further in a recent Instagram post, reminding everyone who has moved away from Syracuse, that it's never too late to ret\_rn to their roots. Photo courtesy of @SyracuseHistory.





## Visit Syracuse Continues to Adapt

Adaptability continues to play a critical role moving forward in these volatile times, and that ability to adapt is exceptionally crucial within the scope of tourism marketing. With shifting New York state travel advisories put into place, and the closure of the Canadian border, the recently launched Syracuse - Step Out! digital ad campaign (see September issue of CEO Essentials) is built upon the premise of continuous adaptability when considering targeted markets.

As interest in "Step Out," and ideally the scope of targeted markets grows, fulfilling visitor requests for information will also adapt. The Syracuse Area Visitors Guide, published by Visit Syracuse in conjunction with Advance Media New York, is moving from a twice a year print and digital guide to a condensed, digital-only, seasonal format starting with the fall 2020 edition.



SYRACUSE VISITORS GUIDE



Many Syracuse area hospitality industry partners have indicated that displaying and/or distributing printed collateral does not fit in with their current cleaning and safety protocols. As a result, Visit Syracuse has opted to focus on a fall-themed digital guide for mid-September through November, and follow with a holiday/winter-themed version into spring 2021. The digital version is downloadable from the homepage of [visitsyracuse.com](http://visitsyracuse.com), as well as from the landing page for the "Step Out" ad campaign.

Upon request, Visit Syracuse is providing hospitality industry partners with mirror and/or plexiglass QR code clings, so that travelers and residents can easily download the Visitor Guide on their smart device onsite at these locations. The same QR code will be available on rack cards for display at regional visitor centers where Visit Syracuse participates.

## MEMBER MILESTONES

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

### 65 YEARS

Hueber-Breuer Construction Co., Inc.  
 Schopfer Architects LLP

### 45 YEARS

Bryant & Stratton College

### 40 YEARS

Cross Bros. Plumbing, Inc.  
 DTS Truck Service, Inc.

### 25 YEARS

Charles Signs, Inc.

### 20 YEARS

Danlee Medical Products, Inc.  
 Syracuse Prosthetic Center

### 15 YEARS

Lipe & Dalton  
 Visions Federal Credit Union

### 10 YEARS

Upstate Financial Network  
 Twin Trees Restaurant (Original)  
 Haun Welding Supply, Inc.  
 Nascentia Health, Inc.

### 5 YEARS

Acropolis Realty Group  
 Department of Business Development, City of Syracuse  
 Oneida Air Systems, Inc.



## Central New York Selected to Advance Commercial Drone Industry

The New York UAS Test Site at Griffiss International Airport in Rome, New York was one of two new participants selected by the Federal Aviation Administration (FAA) for phase two of the unmanned aircraft traffic management pilot program (UPP).

UPP Phase 2 will showcase capabilities and services that support advanced, high-density unmanned aircraft systems (UAS) or drone operations, including remote identification services and public safety operations. Data collected from UPP Phase 2 tests will help inform a cross-agency unmanned traffic management (UTM) system implementation plan.

A UTM system would function much like the current manned air traffic management system, assuring people, aircraft and structures both in the air and on the ground remain safe. To unlock the full capabilities and functionalities of drones for commercial use like package delivery or medical supply drop-offs, a safe, universal UTM system is needed nationwide. Research and testing done at the NY UAS Test Site through the UPP Phase 2 Program will help make that UTM system a reality.

Over 3,000 advanced UAS test flights, including UTM tests, have been conducted at the NY UAS Test Site during the past five years. Oneida County and the New York UAS Test Site have partnered with multiple local, national and international organizations to complete the work outlined in UPP Phase 2. Virtual collaboration on UPP Phase 2 began in mid-April of this year, with live flights and component testing at the Test Site starting in September.

“The New York UAS Test Site being selected by the FAA to take part in this next phase speaks to the amount of meaningful testing and research we’ve been doing here in Central New York to advance the industry,” said Tony Basile, chief operations officer of NUAIR.



NUAIR drone prepared for flight testing at NY UAS Test Site.



## Me’Shae Brooks-Rolling Named Upstate Minority Economic Alliance Executive Director

The Upstate Minority Economic Alliance (UMEA) has named Me’Shae Brooks-Rolling as its new executive director. Brooks-Rolling has served as interim executive director for the past year managing the organization’s day to day operations.

“On behalf of the board of directors, we are excited to have Me’Shae join UMEA as our executive director,” said Calvin Corriders, president of the Upstate Minority Economic Alliance and regional president, Syracuse Market at Pathfinder Bank. “Me’Shae brings a diverse skill set that will prove beneficial to our minority business community. As interim executive director she has helped this organization grow in impact and reach, and connect more minority and women-owned businesses to the resources they need to grow and succeed.”

As executive director, Brooks-Rolling works with minority businesses to help them grow and expand, engage in strategic networking, and identify technical assistance and financial support resources they may need. She is also responsible for managing stakeholder relationships.

As a serial entrepreneur, Brooks-Rolling brings more than 25 years of experience in special events, conferencing and hospitality industries. Prior to becoming a business owner, she was the director of special events and conferences at the Institute for Veterans & Military Families at Syracuse University, where she was responsible for vendor procurement. She made history in 2018 when she became the first franchise owner/operator of EventPrep, Inc. in New York state and the northeastern territory. Just The Basics Financial Literacy is her micro-socio business enterprise. Brooks-Rolling is an author and Certified Educator in Personal Finance, and is the executive producer of the 2021 Financial Empowerment Summit. Additionally, Brooks-Rolling is MWBE-certified with the city of Syracuse, New York state and the NY/NJ Minority Supplier Development Council. She earned her master of public administration degree from The Maxwell School of Citizenship and Public Affairs at Syracuse University, having attended on a full fellowship from the Alfred P. Sloan Foundation. Additionally, she volunteers on a number of executive and advisory boards and contributes philanthropically to the Syracuse community.

To learn more about UMEA, visit [www.upstatemea.com](http://www.upstatemea.com).



Photo credit: A little bit of Whimsy

# EVENTS

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

## CenterState CEO Economic Champions Celebration

Virtually on Thurs., Nov. 19  
Noon to 1 p.m.

Register by November 17 at  
[www.centerstateceo.com/events](http://www.centerstateceo.com/events)  
or contact Lisa Metot at 315-470-1870 or  
[lmotot@centerstateceo.com](mailto:lmotot@centerstateceo.com).

Celebrate the region's outstanding businesses and organizations as Economic Champions for having hired new employees, expanded, relocated or made capital improvements due to growth, received a local, statewide or national award; or celebrated a significant milestone or anniversary.

**New this year: Innovation Excellence** recognitions, sponsored by AmeriCU, will acknowledge companies that made a significant innovation in 2020 in response to COVID-19 that contributed to growth or improved quality of life for the people of Central New York. **Resilient Response** recognitions will acknowledge businesses that quickly adapted to respond to the COVID-19 crisis.

Cost: Early registration pricing before Oct. 15, \$15 for members, \$25 for non-members. After Oct. 15, \$20 for members, \$30 for non-members.

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## What's Next? Financial Succession and Transition Planning Strategies, October 6

9 to 10:30 a.m.

Despite its challenges, the COVID-19 era presents a unique opportunity for closely held and family owned business owners to plan and execute on strategies to become a better and more valuable business. This presentation and discussion will provide business owners with a number of estate, financial, succession and transition planning strategies they can implement to achieve personal wealth management planning goals and objectives.

Cost: Free; attendees **must register** to receive information on how to participate in the webinar.



## Election 2020 Candidate Forums Series, October 6 through 27

4 to 5:30 p.m.

Each Tuesday, CenterState CEO hosts virtual candidate forums for members featuring key contested elections in the Syracuse region. Members are invited to hear directly from the candidates on some of the most important issues facing the region, the state and the nation. See page 8 for more on the forum format, topics and schedule. Sponsored by Brown & Brown Empire State, Nascentia Health, Excellus BlueCross BlueShield, TruCare Connections, HillRom and Syracuse Tomorrow.

Cost: \$50 includes all sessions; \$30 after October 7; open to CenterState CEO members only.

Attendees **must register** to receive information on how to participate in the webinars.



## Fall Virtual Speed Networking, October 7

9 to 10:30 a.m.

Engage in both large and small group dialogue while building relationships with other CenterState CEO and Greater Oswego-Fulton Chamber of Commerce members. Space is limited. Only one employee per company per session. Please pre-register, but only if you have not participated in the last month.

Cost: \$5 for members; \$10 for non-members. Attendees **must register** to receive information on how to participate in the webinar.



## Fraud Didn't Stop for COVID-19, Neither Should Your Risk Management Strategy, October 14

11 a.m. to noon

Learn about the emerging types of fraud you should look out for, as well as how to efficiently reduce your known risks through both planning and implementation of tools and resources. The session will cover: the important changes in IT security since COVID-19 changed the world, how to quickly and efficiently to reduce known risks, how to implement internal controls/checks and balances for IT fraud, technology fraud, phishing, and more, and what to do if a fraud incident occurs in the current environment. Instruction will be led by The Bonadio Group's Fraud & Forensics practice and FoxPointe Solutions.

Cost: Free for members; \$10 for non-members. Attendees **must register** to receive information on how to participate in the webinar.

  
THE BONADIO GROUP  
CPAs, Consultants & More

## Business After Hours with a Virtual Twist with Peppino's, October 21

4 to 5 p.m.

Join us for a casual virtual networking opportunity to close out the workday. Connect with colleagues from the business community, share best practices on how you tackle our "new normal," and hear from Peppino's Restaurant & Catering. Peppino's will feature their unique dough making process as well as make a PS2 pizza, which won 2nd place in the WORLD at an international pizza conference. Participants are also eligible to win \$20 gift certificates from Peppino's.

Cost: Free for members; \$10 for non-members. Attendees **must register** to receive information on how to participate in the webinar.

  
Peppino's  
Restaurant & Catering Group

## Eyes on the Future: Skills to Help you Further Your Career, **October 22 through December 3**

9 to 10:30 a.m.

CenterState CEO and Generation Next have created a new six-week program for young professionals. Attendees will gain strategies and knowledge to be a better employee. Leaders from different business sectors will share their experiences, successes, failures and lessons they've learned – and how they've used these experiences to grow themselves and their companies. Participants will collaborate with peers and work together on small group projects, and learn how to position themselves for greater success in their professional career. Sponsored by CPS Recruitment.



Series schedule:

- The Power of Stories & Building Your Brand, **October 22****
- Dealing with Challenging Workplace Situations, **October 29****
- Lending Your Expertise on Nonprofit Boards, **November 5****
- Three C's of Mentorship – Consultant, Counselor and Cheerleader, **November 12****
- Making Moves, **November 19****
- Defining Personal Leadership, **December 3****

Cost for all six sessions: \$99 per person for members; \$129 per person for non-members. **Attendees are encouraged to participate in all six sessions to maximize the experience.** Attendees **must register** to receive information on how to participate in the webinar.

## CNYIBA Seminar: FBI Special Agents – Identifying Scams and Fraudulent Inquiries, **October 22**

Noon to 1:30 p.m.

The Century Club Syracuse, 480 James St., Syracuse and virtual presentation

The Central New York International Business Alliance (CNYIBA) presents this luncheon workshop featuring special agents from the FBI who will focus on how businesses can identify red flags consistent with fraudulent activity and how to shore up communications systems against outside intrusion. The event will be simultaneously broadcast via web conferencing, and will default to web conferencing only if CDC and state guidelines (and common sense) warrant. Cost: Luncheon guests: \$25 for CNYIBA members; \$35 for non-members. Virtual guests via Zoom video conference: \$10 for CNYIBA members; \$25 for non-members. Attendees **must register** to receive information on how to participate in the webinar.



## Exclusive 2-hour Disney's Approach to Business Excellence Online Live Course, **October 27**

Disney Institute is offering an exclusive two-hour Disney's Approach to Business Excellence online live course on October 27, as well as a five-hour Disney's Approach to Business Exclusive online live course on December 9. See page 5 for details.

Cost for Oct. 27 event only: \$199 for members and the community; \$179 for alumni, students, teachers, non-profits, military and government. Attendees **must register** to receive information on how to participate in the course.



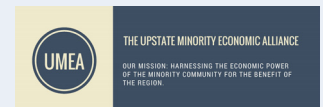
SAVE  
THE  
DATE



### Virtual Strategic Networking Event, **October 28**

3:30 to 5 p.m.

Hosted by the Upstate Minority Economic Alliance. Details forthcoming.  
Visit [www.upstatemea.com](http://www.upstatemea.com) for more information.



Missed a CenterState CEO video, webinar or presentation?

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# CENTERSTATE CEO VIRTUAL EVENTS CONNECT AND INFORM MEMBERS

CenterState CEO brings engaging speakers and critical information to its members and the business community. September highlights included:

## Professional Development - Personal Financial Preparedness Series with Vicki Brackens

This three part financial preparedness series, presented by Vicki Brackens, president and financial planner, Brackens Financial Solutions Network, LLC, shares how the next generation of leaders can begin to think about finances and financial management differently in order to be prepared for the things that happen in life, particularly in times of crisis. During the first two sessions, participants took away tools, information and strategies, including managing earnings in a manner that strengthens their financial preparedness. [View Part 1 here.](#)

## Networking - Tech & Culture Speaker Series with Bobby Allen CTO and Chief Evangelist for CloudGenera

The Generation Next Tech & Culture Speaker Series promotes diversity, inclusion, and belonging in tech related fields. During this event, Bobby Allen, CTO and chief evangelist for CloudGenera, shared his motivating and inspiring personal story. Allen is a veteran of Intel, Bank of America, TIAA and multiple startups, including one that was successfully acquired by the former CSC (now DXC). He went into corporate America after being an Intel fellow at the University of Michigan and a Meyerhoff scholar at UMBC. Allen has been involved in cloud computing startups since 2012. Sponsored by JPMorgan Chase & Co. [View the recording here.](#)

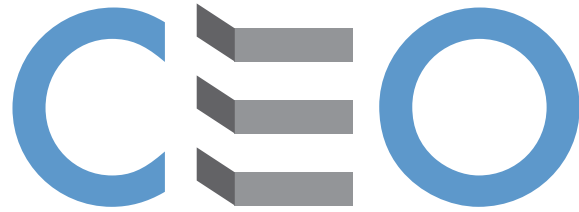
## Leadership Lessons from 7 Influential Influencers

During this new, interactive take on CEO's popular 7 Habits event, seven influential executives and community leaders shared leadership lessons that have shaped how they manage, motivate themselves and others, and build success in their lives and careers. Attendees interacted with the speakers through breakout sessions, and took away inspiring new approaches to be more effective and impactful in their personal and professional life. Presented by D'Arcangelo & Co. LLP. **Check back next month for a full recap.**

### Book & Media Recommendations from the Speakers

CEO asked speakers for their recommendations on leadership resources, or what they are reading now. Here are their answers:

- "The Big Empty," by Norman Mailer and John Buffalo Mailer
- "Dare to Lead," by Brené Brown
- "Emotional Intelligence 2.0," by Travis Bradberry and Jean Greaves
- "The Power of Positive Leadership: How and Why Positive Leaders Transform Teams and Organizations and Change the World," by Jon Gordon
- "People's History of the United States," by Howard Zinn
- "The Memory Police: A Novel," by Yoko Ogawa and Stephen Snyder
- "Talking to Strangers: What We Should Know about the People We Don't Know," by Malcolm Gladwell
- "Difficult Conversations: How to Discuss What Matters Most," by Douglas Stone
- "Say Thank You," speech by Denzel Washington



**CENTERSTATE  
CORPORATION FOR ECONOMIC OPPORTUNITY**