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The 16th Annual:
**UPSTATE NY
BUSINESS
LEADER
STUDY**



On the agenda:

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About The Business Study

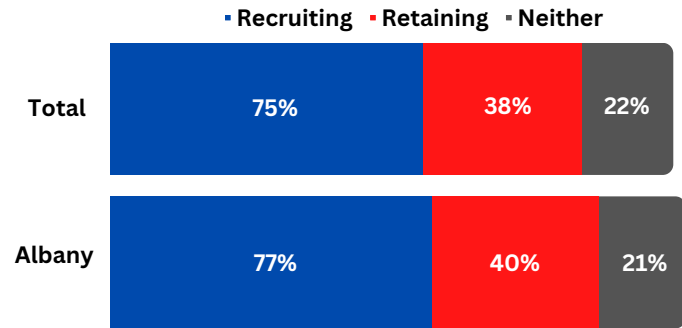
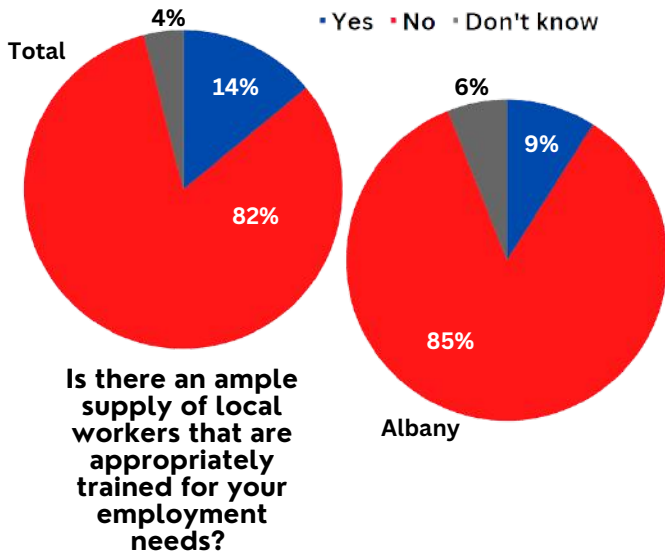
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"CEOs across Upstate, buffeted by inflation, say they face a challenging year. Many are frustrated that despite a **need for quality talent**, they **struggle to recruit and retain employees**.

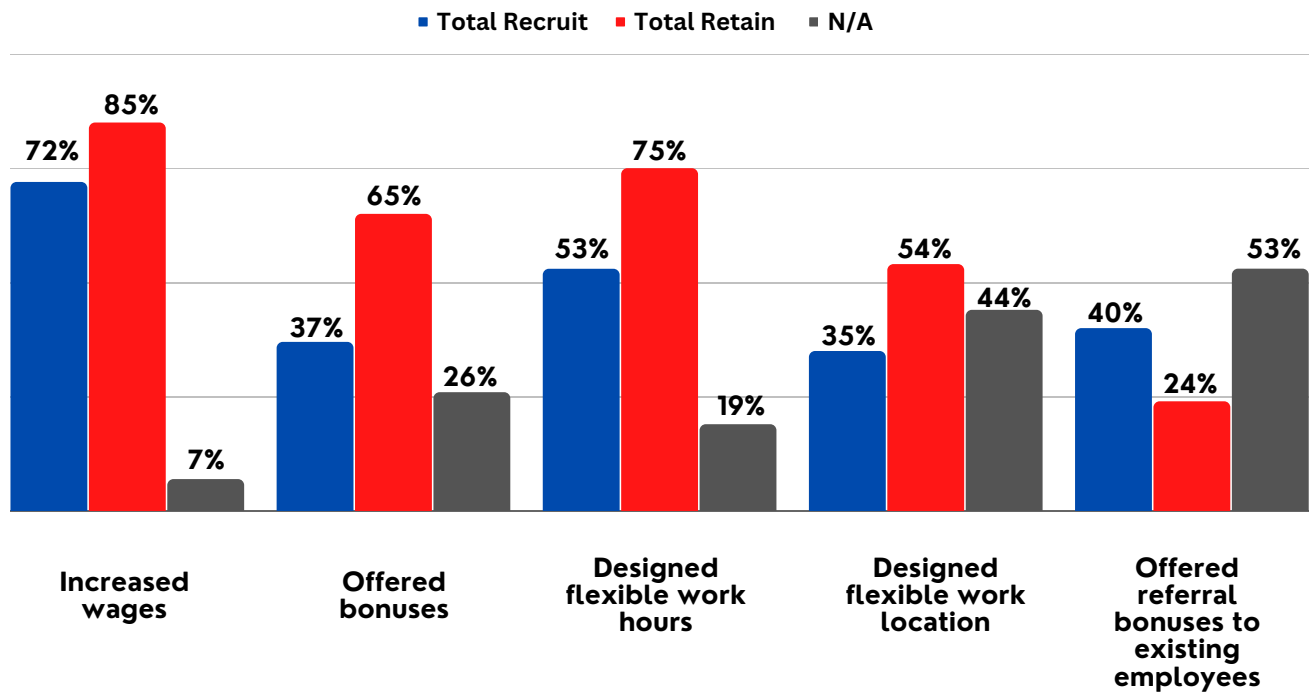
Still, two-thirds proudly predict that their businesses will remain vibrant in New York for another decade. We hope this study serves not only to demonstrate the current hurdles our businesses face but also to **invite students and young people to bring their energy and openness to disruptive technologies**, to businesses and the workforce, and to ultimately create a new and prosperous New York."

— **Don Levy, Director of the Siena College Research Institute**

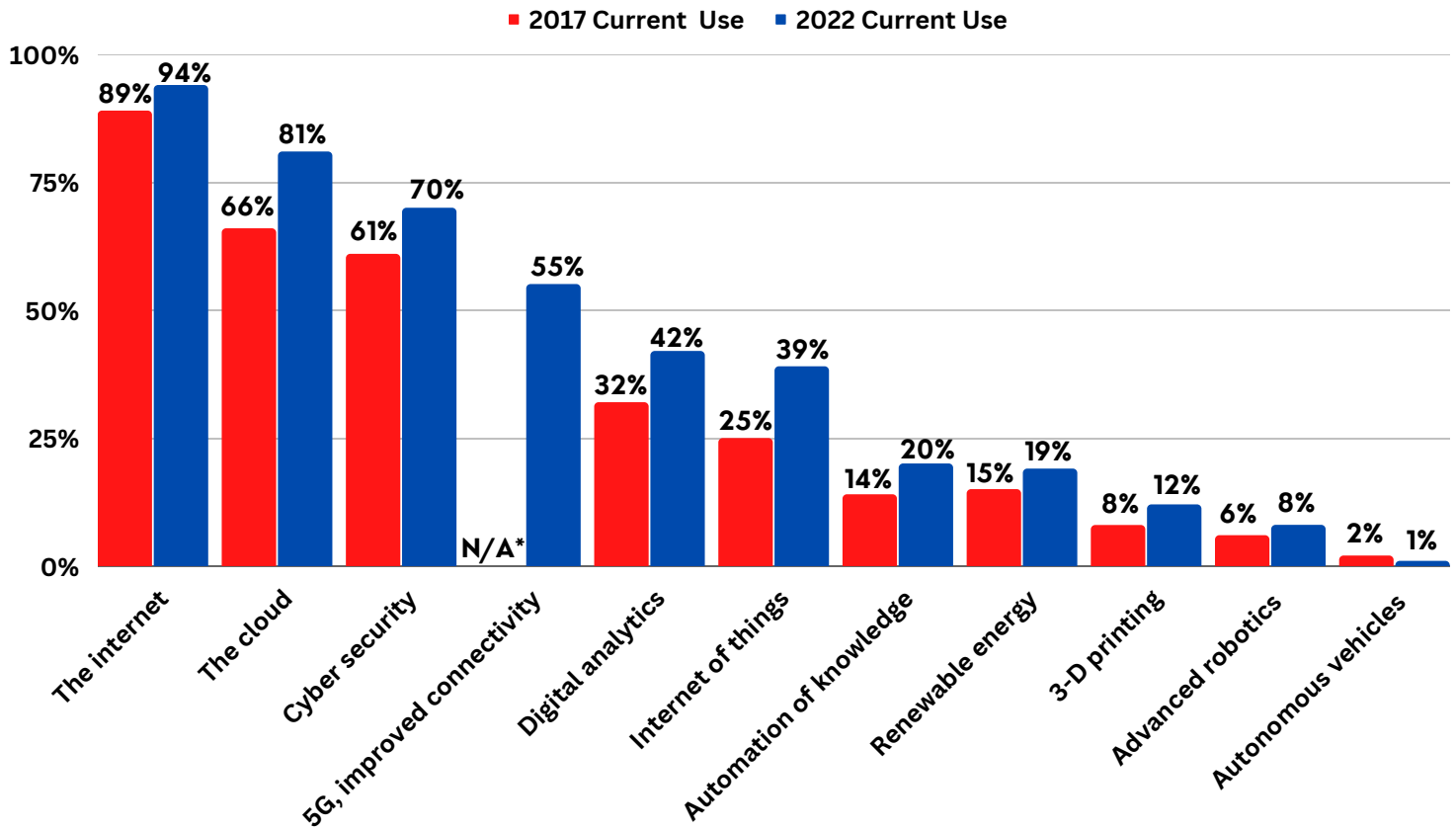
Future of Work



Please indicate if you have done the following in order to recruit/retain.

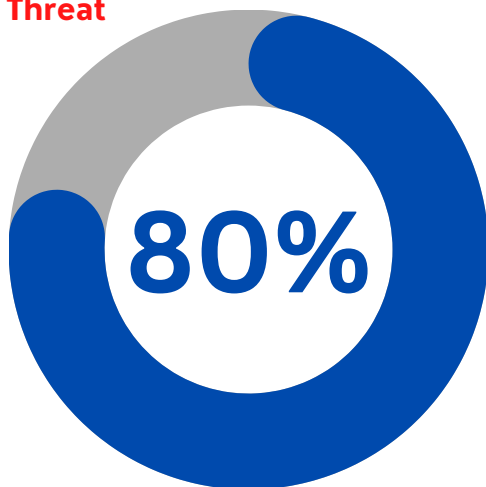


Disruptive Technologies



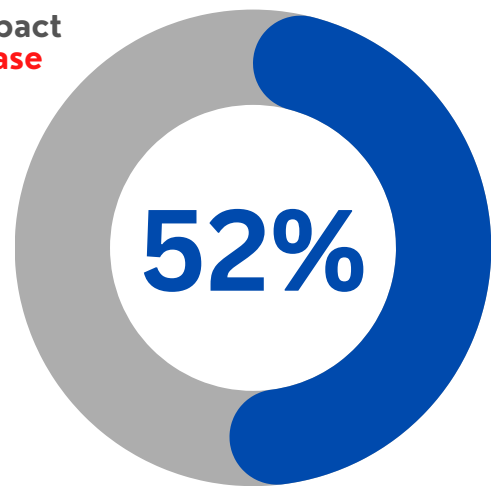
*Data not collected in 2017

20% - Threat



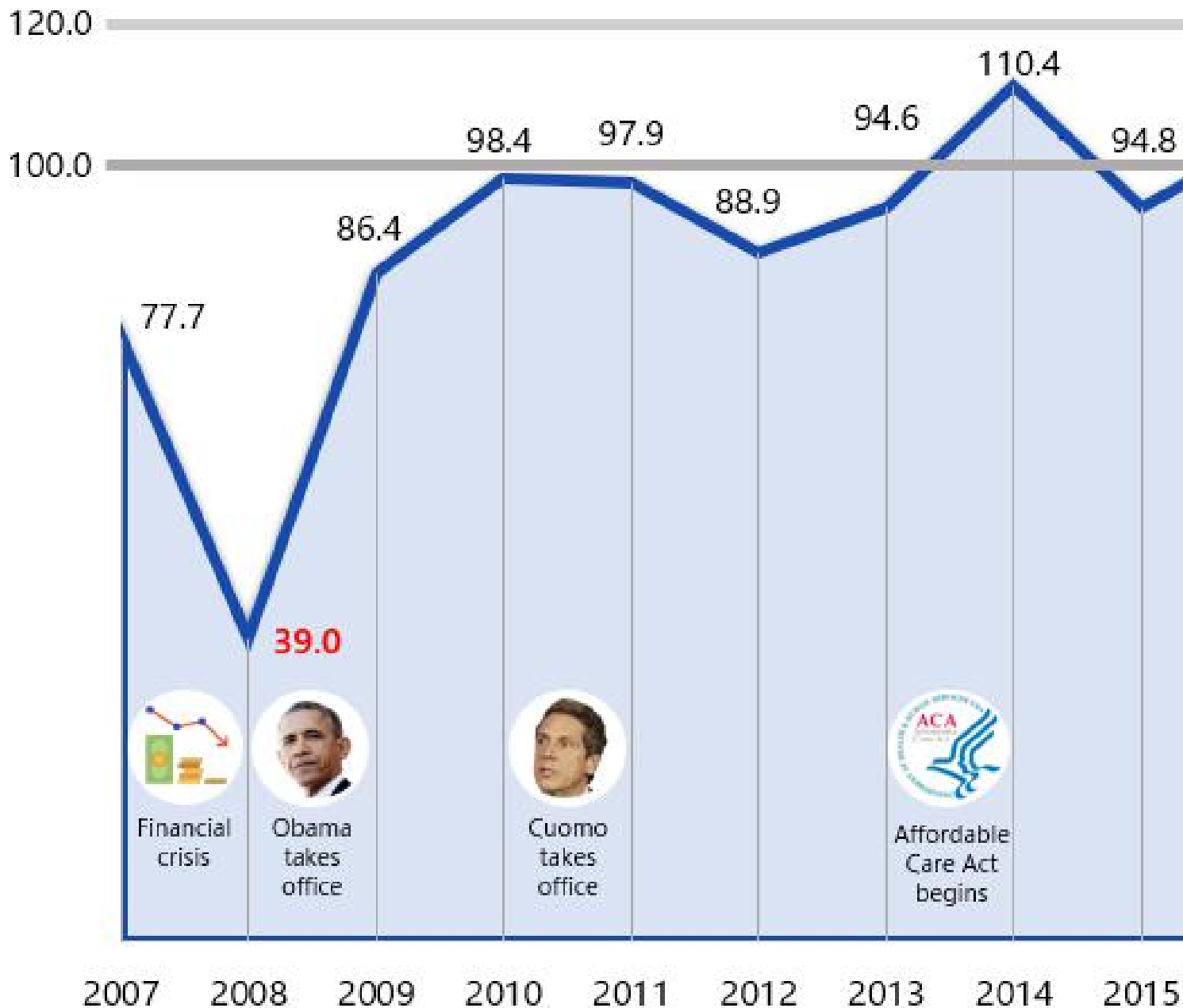
80% of CEOs see disruptive technologies more as an opportunity for their business than as a threat

46% - No Impact
2% - Decrease

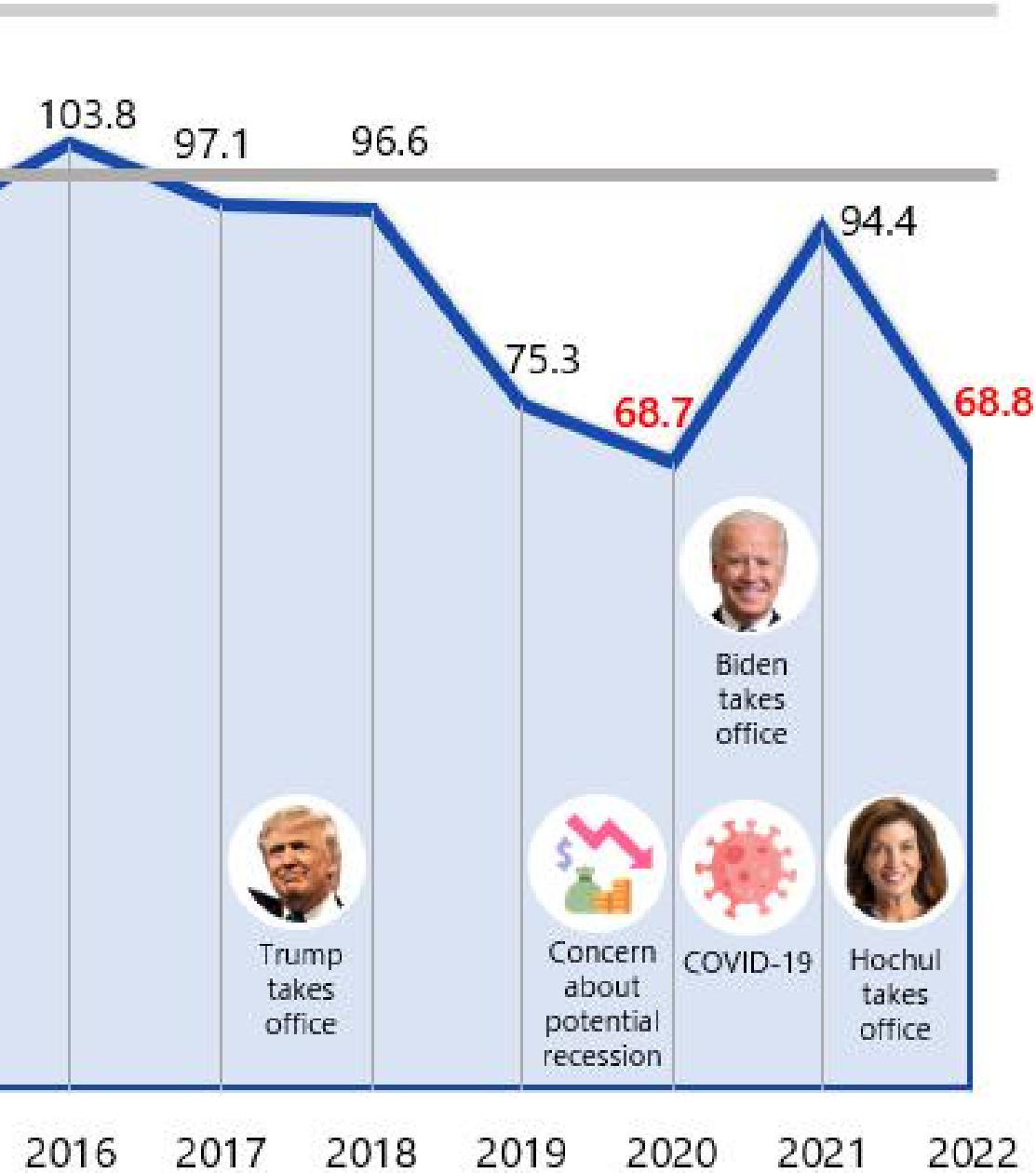


52% say that the COVID-19 pandemic resulted in an increase in the use of disruptive technologies.

Business Leader Sentiment Over Time 2007 - 2022



** A score of 100 would indicate equal levels of optimism and pessimism



Our Guests



Heather Briccetti Mulligan

Heather Briccetti Mulligan is the president and chief executive officer (CEO) of The Business Council of New York State, Inc., the primary, statewide association advocating for New York's business community. Ms. Mulligan is a dynamic leader, trusted advisor and champion for economic growth, good jobs and strong communities across New York. As a visionary for New York's economy, she has created a leading voice for business on economic growth, corporate governance, tax policy, labor, manufacturing, campaign finance reform, value creation, and education, among other issues.



Howard Foote

Howard Foote is the UHY LLP Office Managing Partner of the New York-Capital Region. Mr. Foote has also served as a member of the National Partnership Leadership. Howard is also the Executive Vice President of UHY Advisors NY, Inc., has served as a member of the UHY Advisors, Inc. National Board of Directors, and is a current member of the New York Region Management Committee. Howard is a former member of the Board of Trustees of Siena College, having served as the immediate past Chairman. Howard is involved in professional community organizations in support of the thriving Capital Region of New York State.



Tammy Kimble

Tammy Kimble is a Human Resource leader with over 25 years of global experience as a business partner in multiple industries. She joined Plug as Vice President of Human Resources in 2019, having served SEFCU in a similar capacity since 2015. Ms. Kimble's specialties include organizational development, coaching, staffing, benefits, compensation, HRIS, succession planning/talent planning, mergers & acquisitions, and organizational transitions. Her prior career experience includes executive leadership roles at such companies as Bechtel Marine Propulsion Corporation, Momentive Performance Materials and Berkshire Bank.



Anthony DeBonis

Anthony DeBonis is the President of Troy Web Consulting, a software application development firm based in Troy, New York. His goal at Troy Web Consulting is to ensure that the company stays at the leading edge in technology innovation and continues to design and develop great software. A recognized leader in the regional developer community, Anthony has over 25 years of experience developing and deploying both mobile and web applications that are required to be both secure and highly available. He is also on the Board of Field Inspections Plus and presents at MeetUps, User Groups, and National Conferences.



Gavin Donohue

Gavin J. Donohue is the President and Chief Executive Officer of the Independent Power Producers of New York, Inc. (IPPNY), a statewide trade association organized in 1986 as a not-for-profit corporation. IPPNY represents operators and developers of independent electric generating facilities, power marketers, and suppliers of goods and services to the industry. IPPNY performs legislative/regulatory advocacy and public relations services on behalf of its membership, who are engaged in the operation and development of hydropower, natural gas, oil, waste-to-energy, biomass, nuclear and wind generation projects.



Matt Cannon

Matt Cannon is currently the Director of Development and Government Affairs at Albany International Airport. Working closely with ALB CEO Phil Calderone, Matt has been an instrumental team member in guiding the airport through the COVID pandemic, creating and growing relationships with national airlines, and securing critical federal funding to maintain airport operations during the height of the pandemic. Matt is also leading the airport's first Master Plan in nearly 30 years, and is a key member of the airport's current \$100 million terminal expansion. Prior to joining the airport, Matt had nearly 15 years of experience in government affairs roles at the county and state level.



Jim Eaton

Jim Eaton is the President of Marketing and Communications/ Co-Owner of Fort Orange Brewing. He is also the Associate Director of Admissions at Siena College. In both roles, he has a marketing, communications, and sales role. Jim started brewing with his business partners before starting their brewing business. They moved from a small garage in Castleton to a large industrial warehouse in downtown Albany and celebrated their 5 year anniversary last fall. Today, Fort Orange Brewing host a wide variety of events, food trucks and live music to pair with their fresh, flavorful craft beers.



Nancy Harrington

Nancy Harrington is the Executive Director of CARES of NY, Inc. CARES is the lead planning agency for homeless services in twenty-six counties in the state bringing in over \$29 million federal funding to support and provide permanent supportive housing programs to end homelessness. Nancy has over twenty-five years of management experience in both the not for profit and government sectors in Albany and Chicago. Nancy's educational background in social work, public policy and economics has guided her career to focus on the delivery and oversight of programs serving vulnerable populations to achieve health, housing, food, and employment stability with a focus on measured outcomes. In addition to her current work at CARES, Nancy serves on various Boards in the community.

Thank You



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Thank you to our guests

And thank you to our business leaders' organizations:



The
Business
Council



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