

NEWSLINE

Power Recycling: Top Industrial Recycling Firm Keeps Focus On Community and Environment

By: **Jessica Ford**
Newsline Editor

Amsterdam company Power Recycling, a division of Power Pallet, began humbly in the 1970s as a way for a devoted Dad to make extra money for his growing family. Through more than 43 years of evolution, the firm that began by recycling discarded pallets from local landfills, now keeps more than 3 million pallets out of landfills every year.

This family business is committed to the environment, but also keeps close watch on ensuring that the working environment for all of its employees is a positive one, and that the company is also a great community citizen.

“We were green before green was cool,” Gary Donadio, company President, said. Power Recycling boasts a commitment to the environment that is a keystone of the firm’s mission: To recycle everything and be eco-conscious in everything they do. The company’s most recent business innovation is



“Adirondack Premium Mulch,” that was born out of a perpetual effort to recycle and reuse all of the by-products of their manufacturing processes.

The company’s genesis was in 1975 in the “Hungry Hill” neighborhood of Schenectady, when Gregory “Gig” Donadio, Sr. began recycling used

pallets to sell, once his day job was done for the former St. Johnsbury Trucking Company. Gary said, “Dad was a guy with an eighth-grade education, but he was an entrepreneur and knew how to make money. Mom was a stay-at-home wife, so after driving his truck for 12 hours a day, he recycled pallets and started this business.” The backyard business lasted in Schenectady for 30 years, until the early 2000s, when the firm was relocated to Amsterdam’s former Mohawk Finishing plant on Route 30.

The company has grown from that small building to today’s 200,000 square-foot facility, with more than 170 employees from the region. Products and services at Power Recycling today include recycled pallets; custom pallets; new pallets; plastic pallets; heat treating; delivery and removal; pallet management; pallet tracking; trailer spotting; roll offs; dry recyclables and Adirondack Premium Mulch.

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Bringing Interns Into Your Business: Pros, Cons and Words of Wisdom

By **Rosalie Faber**
Business Development Manager, Flooring Authority, Inc.
Fulton Montgomery
Chamber Education
Committee Chairman

As a business owner or manager, it can be a win-win to bring in an intern – a student or trainee who will work in order to gain employment skills. While the arrangement may be a great experience

for all involved, there are a few considerations to make before a business owner or manager reaches out to the local Chamber of Commerce, places that first ad on indeed.com, or researches other ways to locate intern help.

The key to making the process a success is to manage expectations on both the part of the company and the intern, by being mindful of differing levels of experience, while taking advantage of each’s strengths and unique knowledge.

PROS:

The pros can be extensive, especially if company leaders

make best use of some of the attributes that are inherent in a young mind. Young minds often “think outside the box,” as they don’t realize there is “a box,” and that can bring a new perspective or solution to old problems.

Your intern may bring a knowledge of technology that may really help. Students of a certain age often know about online avenues for everything from marketing to customer contact and business acquisition, that you didn’t know are out there, or don’t have time to look for. Your interns can also review or test different tech-

nologies and give you a summary of what various options can do, while articulating any drawbacks.

Recruiting an intern can be economical. It is a great way to get a small amount of additional help during a busy time, or for normal business periods, without having to hire a full-time person.

Dialed-in guidance counselors and parents often tell their student to dream the biggest dream job they can think of, and try to find an internship

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Fulton Montgomery Regional Chamber of Commerce
 2 N. Main Street, Gloversville, NY 12078
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Letter from the President

On Tuesday, March 19, a contingent of business members from our Chamber, along with businesses and staff members from other chambers of commerce, as well as other business groups and associations from across New York State, joined together in Albany to advocate for business.

We spent the day meeting with both Senate and Assembly members with whom we had scheduled appointments, 51 in all. We split them up into groups of about five. Our group from the Fulton Montgomery Regional Chamber met with Senators Amedore and Breslin, and Assembly members McDonald, Phil Steck and Santabarbara. For this article, I will focus on two of the issues that we spoke about: Support for legislation that would make the tax cap permanent, and, opposition to the expansion of New York's Prevailing Wage Mandate.

Virtually all of New York business advocacy organizations are unified in their strong support for legislation which would make permanent the current 2 percent tax cap on school districts and local governments.

Since it was enacted in 2011, the current cap has saved New York's homeowners and businesses nearly \$25 billion on their property taxes, an average of \$3200 per taxpayer. Prior to the cap, ever rising property taxes have hindered economic development efforts and forced people to move to states with lower taxes. Prior to 2011, New York property taxes were the highest in the nation, 79% above the national average. Despite the fact that our property taxes are still among the least affordable in the nation, the cap has forced municipalities and school districts to enact reforms to help reduce the dramatic escalation of these taxes.

Our state's elected officials will have to commit to reducing costs and finding efficiencies, while not sending unfunded mandates down to local governments. I believe this legislation will send a welcome message to New York's property owners.

The next topic is the expansion of the New York's prevailing wage mandate. If passed, this legislation will have a dramatic, negative impact on all New York taxpayers.

Again, all of New York's leading business support groups strongly oppose this new regulation that would greatly expand the costly prevailing wage mandate by extending its requirements to private projects that receive almost any degree of public funding. This legislation would increase the costs in capital projects in a way never seen before, due to the requirement to pay the prevailing rate.

To mandate that every project financed by even a small amount of state or local



Mark Kilmer
President/CEO

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**2 North Main Street,
 Gloversville, New York 12078**
 (518) 725-0641 • fax (518) 725-0643
**1166 Riverfront Center,
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 (518) 725-0641 • fax (518) 684-0111
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App Created After Family's Tragic Loss Is Launched and Leading to Safer Fun For Outdoor Enthusiasts

By Jessica Ford

Newsline Editor

A tragic loss for a family in Mayfield resulted in a new app designed to help outdoor enthusiasts avoid safety obstacles in locations anywhere across the nation. Launched in February, the "Send It – HDR III" app shows a steady increase in user numbers, and feedback is already being gathered to enhance later versions.

When Henry D. Ross III lost his life due to a snowmobile accident on the Great Sacandaga Lake in December, 2016, his devastated family could have simply succumbed to the grief of losing their child. But his parents, Maria and Henry (nicknamed Beaver) and their family drew on a spirit of hope that they could save others with an "early warning system" of sorts for the lake, which is notorious for its rapidly-changing winter conditions. Giant ice heaves have been known to appear out of seemingly nowhere, creating ledges and even wall-like blocks of ice that can be devastating to snowmobiles and drivers that are unaware.

The "Send It – HDR III" app, uses GPS technology to allow mobile phone users to alert each other of hazards on the lake and can be used for off-road snowmobile and other recreational activities. Users can place a hazard pin and description on any safety obstacle they think outdoor enthusiasts should know about.

A celebration to mark the launch of the app was held in February this year, and attendees also remembered Henry D. Ross III with a memorial snowmobile ride. When asked how the app has been received since the launch, Ross said, "It's actually going very well, considering we have never taken on such an effort before. We do have some things users have recommended and we are working on a Phase II to accomplish it."

The app is available in the Apple Store and for Android phones, and was made possible through fundraising efforts of the Henry D. Ross III Memorial Fund, and with the support of Ross's friends, family, snowmobile enthusiasts, and members of the greater community.



Henry D. Ross III



The app is not just limited to the Great Sacandaga Lake area. Maria Ross said, "I have heard the comment so many times, 'I wish this was available in our area or on our lake.' It is! This is nationwide and available for use anywhere people see the need."

She said people are "absolutely using it, and for the right reasons." She explained, "On the app you can select an option to see all other users, and it's amazing how many are out there and from all over."

Because the app is new and the project is a large undertaking, Ross said they have not implemented an update of the first version as of yet, but are com-

piling a list of changes based on feedback. She said, "Many of the changes are great ideas and have been given to us by users. One of the changes will be to extend the distance of the notifications to up to a mile away. The prior notification distances did not give the user enough time to react."

Creating an app is not something that the average person knows how to do. Ross said, "Yes, I would say our son Henry would be very proud of his parents, friends and the community as a whole – especially proud of his parents who he has had to help with technology multiple times in the past!"

She said, "This was a lot more involved than we expected but completely worth the effort."

The skills of a family member were integral in developing the app. Ross said, "We didn't have to look very far to find someone to help. Several offered their assistance but it just so happens that my cousin, Patrick Zerrelli, owns a website business in Florida titled Dependable Website Management. He was thrilled to be able to help us with this, and at a discounted rate in Henry's honor."

Ross said, "I learned many things about apps during this process. There is a charge for everything. The initial app build was for \$14,000 but there are additional costs for each Play Store for setup and annual fees. We will continue our fundraising events to pay for this."

The next focus for the Ross family will be getting the word out about the app, and they are asking for help from the community in this effort. "Now we need to concentrate on getting the word out there so it's used and it can help people. We could use the help of our local businesses," Ross said, noting she is asking for them to spread the word. "The more users we have, the more alerts that are entered. We have posters available but we are happy to create something specific for businesses like mail inserts for insurance companies or postcards for recreational sales, etc." She asks that any business owner willing to partner on the project send a message to the Henry D. Ross III Memorial Fund, via Facebook.

Longtime Member WEST & Co. Still Values Chamber Offerings

By Jessica Ford

Newsline Editor

For more than 46 years, accounting firm WEST & Co. CPAs, PC has maintained not only a membership in the Fulton Montgomery Regional Chamber of Commerce, but has utilized the Chamber's offerings to help create a mutually-beneficial relationship.

WEST & Company is the continuation of the accounting practice begun by Jacob Schulman, who came to Gloversville in the late 1930s. In the early 1970s, Elmer Washburn, Charlene Ellingwood, Larry Sheeler and Bob Thaisz joined Mr. Schulman. It was in 1973 that the firm first joined the local Chamber of Commerce.

When asked why WEST & Co. has been such a consistent member of the Chamber, Washburn and



Sheeler explained that several aspects of Chamber membership have been important to the company. Washburn said, "Networking opportunities – getting to meet with people with the same goals in mind," are a benefit that other organizations do not provide. He also said the Chamber has represented businesses with great legislative and community advocacy throughout the years.

It was Sheeler who introduced Washburn to his first Chamber Annual

Dinner, a yearly celebration to honor business leaders, that also serves as the region's premier business networking event. Washburn said, "Larry told me – we're in business, we've got to be in the Chamber."

Washburn, who served as a member of the Chamber's Board of Directors in the past, said that holding and participating in events such as the Chamber Business After Hours events have served the firm well over the years. WEST has held numerous Chamber events at its offices on Main Street in Gloversville, filling several floors of their space with fellow Chamber members and clients, all socializing and learning more about WEST & Co.'s offerings. "You can really find some work in those," Washburn explained, saying Chamber members are "really a great group of people."

Although Mr. Schulman passed away in 1987 and the firm was renamed Washburn, Ellingwood, Sheeler & Thaisz, and then WEST & Company, the firm still services numerous families and businesses that are third- and fourth-generation clients. In 1995 Bruce VanGenderen joined the firm and in 2003 Jim DelSavio and Neil LaMere merged their firm with WEST & Co. Trisha Rogers-Byrns, John Sawitzki, Mike Rossi and Amy Pedrick are also currently partners.

Sheeler said that although business in our community has both grown and changed – certainly since 1973 – business practices, and the Chamber's role in business have also evolved. "The Chamber has been a consistent force for business throughout all of our careers," he said.

Budding Urban Designers Consult on Canajoharie Exit Project

Montgomery County officials are collaborating with an urban design class from Cornell University to elicit new ideas for the “Exit 29 Redevelopment Site,” also known as the former Beech-Nut plant area in Canajoharie.

County Attorney Meghan Manion, an alumna of Cornell, reached out to the department of City and Regional Planning to explore the possibility of using the Exit 29 site as a possible case study for students. Manion was put in contact with Mitch Glass, a visiting critic at Cornell University in the departments of City and Regional Planning and Landscape Architecture. Glass said the project aligned with topics he wanted to teach this semester.

Earlier this month, Glass and Jeffrey Chusid, associate professor and chair of the Department of City and Regional Planning in the College of Architecture, Art and Planning brought 18 students to tour the village of Canajoharie and perimeter of the former Beech-Nut plant. “

“Our team is excited and truly honored that Cornell took an interest in our project,” County Executive Matthew L. Ossenfort said. “We are looking forward to the students’ ideas and are hopeful they will give us some insight as we continue moving forward with the redevelopment process.”

Prior to their tour, students met with Ossenfort, village of Canajoharie offi-



From left, Village of Canajoharie Mayor Francis Avery pictured Feb. 7 gives a tour of downtown Canajoharie to Cornell University students.

cials, staff from the Business Development Center, Manion and Actio CC. Students asked questions about the site and the community’s history.

“It’s really great to work with all of you on this project

and to get all of this energy and insight from Cornell students,” Manion said during the meeting.

The class will work in teams of four or five and each team will have a different theme to explore in terms of revitaliza-

tion for Canajoharie and the former Beech-Nut plant. Groups will submit a proposal for the site at the end of the semester.

“We really want to hear all of the ideas that are going on. This is the kind of workshop that is really deeply in the bones of our department,” Chusid said. “We love being out in the community, that’s what Cornell is around for and does in communities throughout the region,” he continued. “We are happy to be here, we are honored to be here and we love the chance to be of service and to learn about Canajoharie.” Glass said past studies, conditions of the site and economic conditions of the region will all be embedded into the strategies the students are working on.

Recycling, continued from page 1

The management team is recently re-configured, Donadio said. It’s a family affair, with brothers Gary and Sam as co-proprietors of the company; nephew and 7-year employee Ryan Donadio as

general manager; along with Jeremy Votow, Sam’s son-in-law, who has been with Power Recycling for 10 years. An older brother, Gregory Donadio, Jr., who retired from the company in 2009, passed

away in May, 2018. Donadio said his father came to the office until 6 weeks before his passing in 2011 at age 83. He said Donadio, Sr., opened all of the correspondence each day, and said with a laugh, “He could tell exactly how we were doing, just by what was in the mail.”

“A safe environment, a green environment” is a core goal of the company, which is listed as the top industrial recycling firm in the Northeast. Donadio said everything at the plant is recycled, from the cardboard and paper from shipping and office supplies, to all the wood, and even metal nails that are captured by a magnetic conveyor system.

A visit to the Power Recycling website, www.thinkpowerrecycling.com, includes a blog, with monthly posts by Donadio, on topics that illustrate the concept that caring about local eco-friendly practices and policies can, and do, have a lasting global impact. Headlines range from, “Can the Ocean Cleanup Eliminate the Great Pacific Garbage Patch?” to commentary on the pros and cons of exporting scrap waste to other countries; and even a link to an organization that focuses on “Earthships,” houses created through “biotecture,” or architecture that greatly reduces the use of energy and natural

resources.

Donadio said it is important for Power Recycling — because they are in business — to be a profitable business. But they place high importance on being a good community member. “We want to be looked at as a community leader, someone who always does the right thing.” He explained that how the company is seen and perceived is important, as well as striving to maintain high standards and a focus on honesty.

While the firm does place an importance on citizenship, leaders express that equally important to the company is “dignity and respect” for its employees. “Although our business model is always changing, we want to treat people as we would want to be treated,” Donadio said. “From the president of the company to the person responsible for cleaning the floors each day, we are all human beings here and we believe everyone should be treated as such.”

Adirondack Mulch Retail Site Offers Mulch at Manufacturer-Direct Prices

As spring unfolds, “Adirondack Premium Mulch” will be available at Power Recycling’s retail store, located at the bowling alley next to its pallet manufacturing site, 4715 State Highway 30, Amsterdam.

The company’s landscape mulch was developed onsite when company leaders looked for a way to recycle the wood scraps created as a by-product of the pallet recycling process.

Gary Donadio, company Vice President and Co-Partner, said, “It’s a small piece of our business, but its very important because it helps us recycle all the wood scraps from our pallet repair process.” He explained the resulting mulch is very high quality, and comes in several colors. Double-grind is available, and they also offer animal bedding.

“Adirondack Premium Mulch is a premium product, with color that is purely organic. It’s beautiful for the yard, or for any natural landscape. We’re really proud of it,” he said.

Power Recycling has traditionally sold mulch only wholesale, but they chose to create a small retail shop so that the rest of the community could enjoy the product at a reasonable price. “Price-wise it is much cheaper, because we are the manufacturer,” Donadio said. Mulch will be sold to customers in smaller quantities such as bags.

The retail shop is expected to open as soon as the weather breaks. Hours will be Monday to Friday 8 a.m. to 5 p.m., as well as Saturday mornings, and by appointment for off hours.



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that matches. For the company, it is an opportunity to give the student a test-run for future employment if appropriate, and for the student, it is a chance to prove themselves without having the extensive resume they would otherwise need to get their foot in the door.

The availability of students who are off for the summer can be a great opportunity to bring someone in to help with daily tasks, or work on a special project that needs to get done.

For example, in my business, we were looking for a cloud-based calendar that everyone could see, but only some could update, for scheduling. Staff members talked about the need for this for over a year. We needed something that wasn't attached to one person and was always updatable by some, but viewable by all. Thanks to an intern who was knowledgeable about technology, in less than an hour they came back with exactly the solution we were looking for, and there was even a free version we found we could use for our needs.

CONS:

Are there negative experiences that can arise from having interns? Yes, but preparation, and managing expectations are key. You need to be ready to handle someone that is in their first job, and also realize that things that you think should be automatic, are not for someone who has not had the same experience as you.

It helps to remember your first job or two, and someone that helped guide you. Be consistently aware that your work with the intern will leave a lasting impression.

To help the student succeed, try to have projects or assignments that can be broken down into small pieces, especially if they are only working a few hours during the day, or during school.

It is also important to check their work to be sure they are on the right path, and be available to give help and feedback. For example, if you assign a project, but give little guidance, you might realize that after a number of hours of



work, they are not doing the task anything like you wanted. The result is that you must then spend time to explain in detail what you were looking for, and you may be forced to have them start over.

WORDS OF WISDOM:

With interns, there can be negative experiences on both sides if this mutual business relationship is not entered into thoughtfully. You can avoid hard feelings and wasted work hours if you set expectations and explain them up front. A pitfall can be created if you assume they know what you are expecting, without giving specifics. Remember, this is their first job and they don't have any experience to pull from.

You can expect that there may be times that when completed, some projects that your intern produces may have a very "young" tone to them. This may not fit with the business image or point you want to get across.

Availability can be a challenge that requires some flexibility on your part, especially during the school year as class schedules change each semester. Also, transportation may be an issue if your intern doesn't have their driver's license yet.

There may be frustration on the part of the company if the intern is not able to adjust their schedule to accommodate changes in the work load. For example: If you have a large amount of work that just came in and could use extra help, an intern may not be able to pick up extra hours like a regular employee because of trans-

portation or school schedule, and especially if your business runs regular business hours Monday - Friday.

RESOURCES:

If your business could benefit from working with interns, there may be a more-prepared pool of interns in the Fulton Montgomery region than others, thanks to progressive leadership on the part of both educators and business leaders. There are several regional resources that are focused on ensuring that students get opportunities to interact with businesses and business-people. Fulton-Montgomery Community College has invested heavily in technology on campus to reflect the skills needed by area business and industry. Service clubs including American Association of University Women and Soroptimist International also focus efforts on student development. The most extensive program is managed by the Fulton Montgomery Chamber of Commerce's Business Education Partnership (518) 725-0641. The BEP works with students and also connects business & industry mentors with interested students from several progressive school models in the area including PTECH schools and BOCES. Students enrolled at PTECH are eligible for an internship in their fourth year. Students must have a minimum GPA of 2.3 not only academically, but also their professional skills score. Business owners may contact the BEP department at the Fulton Montgomery Chamber if interested in hosting a student for an internship.

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OFA Awards Slated

The Montgomery County Office for Aging will hold its 20th Annual Awards Dinner, on May 2, at 5:30 p.m. at the Glen Sanders Mansion in Scotia.

Montgomery County Executive Matthew L. Ossenfort, will be the recipient of the Father Joseph F. Girzone Crystal Pillar of the Community Award. Liberty ARC will be the recipient of the Diane G. Snell Humanitarian Award. The Foundation for Montgomery County Office for Aging will present Arkell Hall Foundation Inc. with the second Annual Rao Family Philanthropic Award.

Matthew L. Ossenfort is currently in his second term as Montgomery County Executive. He was born and raised in Amsterdam, attended Amsterdam City Schools, and is a lifelong resident of Montgomery County. He holds a Bachelor's Degree in Political Science and History from the University at Albany. He previously worked in the NYS Assembly as Chief of Staff to Assemblyman George Amedore and served as a Senior Legislative Analyst with the NYS Senate. In 2015, he was appointed to the State Workforce Investment Board by Governor Andrew M. Cuomo.

Liberty ARC, the Montgomery County Chapter of NYSARC Inc., was founded in 1957 by parents of children with developmental disabilities who wished to establish special education programs in the local community. Through their efforts, educational programs began in the East Main Street School building in Amsterdam. For more than 60 years, Liberty ARC has offered innovative, person-centered supports and services to individuals with intellectual and development disabilities. Since then, they have grown their offerings to include employment/vocational, recreational, residential, day, family support and health-related services to nearly 580 individuals with physical, developmental and other disabilities.

Arkell Hall Foundation in Canajoharie has been a leader in community giving since its formation in 1948 by Mrs. Bertelle Arkell Barbour. Mrs. Barbour created the Foundation for the dual purposes of operating the Arkell Hall Adult Home and to continue the Arkell family tradition of helping local and regional not-for-profit organizations provide needed services to their constituents.

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Fulton Montgomery Regional Chamber of Commerce

Thomas B. Constantino Entrepreneurial Award: Kelly & Joe Semione, Perfection Cleaning & Meco's Perfect Scoop

Editor's Note: Each month the Newsline will highlight one of the eight businesses and individuals who received recognition at the Chamber's Annual Celebration in early 2019. Congratulations!

Joe & Kelly Semione of Gloversville, are husband and wife entrepreneurs who believe in keeping their eyes out for great opportunities, and then offering an excellent product at a fair price. Their current businesses include Perfection Cleaning, which Joe started in 1984, and Meco's Perfect Scoop ice cream shop, which Kelly opened in 2014. The two also owned and sold Gloversville Bottle & Can, and Perfect Redemption bottle & can redemption center in Meco.

"Living up to their promises, having an owner presence, and not taking shortcuts" are



Kelly & Joe Semione

some of the tenets the two follow in their business lives. They are proud to house their locations in the hamlet of Meco, and have made every effort to be a positive presence in the region, by taking pride in the appearance of their shop and offices, and the friendliness of their staff members. Perfection Cleaning currently employs 6 people, and the business has 25 commercial customers. Meco's Perfect Scoop employs 8-10 people typically.

Meco's Perfect Scoop Opening April 5

A post at Meco's Perfect Scoop's Facebook page said, "We are happy and excited to announce that our opening day for the season will be on April 5th! We are so excited for the season to start, as we have a lot planned for all of our wonderful customers. We ask that everyone spread the word!"



President, continued from page 2

government funds, subsidies, tax exemptions or pilot programs will threaten all of the New York's taxpayers, as prevailing wage does not consider the local labor market, but only considers pay at the union-scale level. The Center for Governmental Research has determined that these mandates would drive up the cost of construction by as much as 25 percent.

This bill would discourage small contractors from bidding on projects because prevailing wage is calculated to be significantly higher than that of the local labor market. The added, inflated costs would be too much for smaller businesses to absorb.

Furthermore, the compliance burdens associated with the prevailing wage mandates, including the reporting and record-keeping requirements, would discourage small local businesses from bidding projects.

This mandate, due to its costs and complications, will drive the economic development projects to other states – seriously depriving New Yorkers of badly needed future opportunities that would benefit all New York's struggling businesses – resulting in even fewer jobs in New York.

The Fulton Montgomery Regional Chamber of Commerce strongly opposes expanding the prevailing wage mandate and has expressed this to our legislators. You too can

help by contacting your state legislator. If you have any questions, please do not hesitate to contact me directly at president@fultonmontgomeryny.org or call (518) 725-0641.

"We are the leading voice of business in the region providing advocacy, resources and solutions for our members."

Legislator contacts:

New York State Senator George Amedore
Legislative Office Building, Room 408
Albany, NY 12247
Phone: (518) 455-2350 Fax: (518) 426-6751

New York State Senator James Tedisco
Legislative Office Building, Room 515
Albany, NY 12247
Phone: (518) 455-2181 Fax: (518) 426-6821

Assemblyman Angelo Santabarbara
Legislative Office Building, Room 654
Albany, NY 12248
Phone: (518) 455-5197

Assemblyman Robert Smullen
Legislative Office Building, Room 527
Albany, NY 12248
Phone: (518) 455-5393 Fax: (518) 455-5889

Health Insurance News

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Benefits Buzz:

Proposed Notice of Benefit and Payment Parameters for 2020

Recently, the Department of Health and Human Services (HHS) published its proposed Notice of Benefit and Payment Parameters for 2020. This proposed rule describes benefit and payment parameters under the Affordable Care Act (ACA) that would be applicable for the 2020 benefit year. Proposed standards included in the rule relate to:

- Annual limitations on cost-sharing
- The individual mandate's affordability exemption
- Direct enrollment in the Exchanges
- Special enrollment periods in the Exchanges

HHS is also seeking comments on other is-

sues, like "silver loading," automatic re-enrollment through the Exchanges, and any measures that would potentially reduce eligibility errors and government misspending.

Proposed Changes

The out-of-pocket maximum (OOPM) and the ACA's affordability exemption threshold would both increase with the new rule.

— OOPM: \$8,200 for self-only coverage and \$16,400 for family coverage in 2020

— Affordability threshold: 8.39 percent of household income

The proposed rule would also expand opportunities for individuals to directly enroll in Exchange coverage by enrolling through the websites of certain third parties rather than through HealthCare.gov.

DOL Increases Civil Penalty Amounts for 2019

In January, the Department of Labor (DOL) increased the civil penalty amounts that may be imposed on employers under the following federal laws:

- The Fair Labor Standards Act (FLSA)
- The Employee Retirement Income Security Act (ERISA)
- The Family and Medical Leave Act (FMLA)
- The Occupational Safety and Health Act (OSH Act)

Upcoming Chamber Events

Be sure to check out our website for more details and updates at www.fultonmontgomeryny.org

April 10, 2019 Business After Hours at River Ridge Living Center

5-7 p.m.

100 Sandy Drive, Amsterdam, NY

Family owned and operated, River Ridge is known as a homey and beautiful Living Center with a sense of community. Patients and residents thrive in our friendly atmosphere where everyone knows each other, and the staff does everything they can to make sure everyone is comfortable. Come and get to know the site and staff during this business networking event.

April 11, 2019 Spring Job Fair

1-3 p.m.

FMCC, the Chamber, and FMS Workforce Solutions is sponsoring a Spring Job Fair for Career Seekers. If your company is thinking of hiring any new people in the future, or if you have openings at this time, this job fair could be what you are looking for. Job Fairs are an excellent way for employers to increase their applicant pools quickly, with qualified workers and at no charge! The Job Fair brings the workforce directly to you, you have the advantage of meeting candidates face-to-face, giving you a valuable first impression of your future employees.

Attendees are suggested to dress in professional attire, and bring multiple copies of your updated resume. Job Seekers do not need to register.

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Regional Law Firm Adds New Partners

Attorneys Nicole L. Clouthier and Lauren E. Sharkey, have recently been named partners at Cioffi • Slezak • Wildgrube P.C., a Schenectady-based law firm.

Nicole L. Clouthier has practiced exclusively in the areas of estate planning, trust and estate administration, elder law, and guardianship matters since her graduation from St. John's School of Law in 2007. A large part of Nicole's practice is dedicated to advising high net worth individuals on wealth transfer, estate and generation skipping transfer tax planning, and charitable giving.

Clouthier is a frequent lecturer on Estate Planning and related topics for the New York State Bar Association (NYSBA), and has been selected as a Rising Star in the areas of Estate Planning and Probate by SuperLawyers for 2017 and 2018. She is actively involved with NYSBA and currently sits on the Executive Committee for the Trusts and Estates Law Section. She is also a member of the Schenectady



Atty. Nicole L. Clouthier

County Bar Association and the Capital District Women's Bar Association.

In addition to her professional commitments, Clouthier is a member of the Development Committee for Schenectady ARC, and a member of the Steering Committee for Leadership Tech Valley, an initiative of the Capital Region Chamber to develop young leaders in the community. She lives in Clifton Park with her husband, Brett, and their children: Lucas and Lauren.



Atty. Lauren E. Sharkey

Lauren E. Sharkey practices in the areas of estate planning and administration, special needs planning and guardianships, Medicaid planning, business law and real estate. She is experienced in representing fiduciaries and beneficiaries in all aspects of estate and trust administration. Sharkey also handles residential and commercial real estate transactions for both purchasers and sellers, and counsels small business owners through various transactions. In addition, Lauren provides estate planning, special needs planning, and long-term care planning analysis to clients in all stages of life.

Sharkey joined Cioffi •

Slezak • Wildgrube P.C. as an associate attorney after graduating from Albany Law School in 2011. Prior to joining the firm, she interned at the New York State Office of the Attorney General's Consumer Frauds Bureau in Brooklyn, as well as at the New York Legal Assistance Group (NYLAG), a non-profit organization in Manhattan, where she clerked in the Legal Health Unit. Lauren graduated cum laude from Pace University, earning a B.B.A. in Business Management.

Sharkey is an active member of the New York State Bar Association (NYSBA) and serves as the Chair-Elect of the Young Lawyers Section. Lauren also serves on the NYSBA Elder Law and Special Needs Law Section's Executive Committee and founded their Young Lawyers sub-Committee. Locally, she is the Co-Chair of the Trusts, Estates, and Elder Law Committee of the Schenectady County Bar Association, where she leads meetings and helps develop strong continuing legal education programs for attorneys. She is also a member of the Capital District Women's Bar Association and the

American Bar Association.

Sharkey serves on the Board of Trustees of the Foundation for Ellis Medicine. She resides in Niskayuna, where she grew up, with her spouse, Patrick, and their children: Margot and Miles.

Deborah A. Slezak, partner at CSW stated "We are proud to add both Nicole and Lauren as partners. They are talented attorneys with a broad knowledge base, tremendous interpersonal skills and the drive to take our firm into the next generation. Nicole's concentration in estate tax planning is a skill set that we greatly value; while Lauren's ability to provide counsel to those in need of estate administration and guardianship is a huge benefit to the firm and our clients."

Cioffi • Slezak • Wildgrube P.C. concentrates in the areas of estate planning and administration, elder law, commercial and residential real estate, and business and corporate law. CSW currently has 8 attorneys and a total staff of 22. The firm is located at 1473 Erie Boulevard near the Harbor District of Downtown Schenectady. The phone number is 518-377-6700. The website is: www.cswlawfirm.com/.

Gloversville Economic

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Has money available to loan to businesses located in the city of Gloversville at comfortable and competitive rates for a variety of needs or purposes! Businesses interested in this offer should call the Chamber at (518) 725-0641 or email president@fultonmontgomeryny.org for more info.



Sponsors Sought for Upcoming Downtown Gloversville Events

Fulton County Center for Regional Growth (CRG) and the Gloversville Downtown Development Specialist will present two events for the promotion and revitalization of downtown Gloversville in May.

CRG is seeking sponsors for a Placemaking in Gloversville celebration dinner to be held on Thursday, May 2, 2019 and 100in1 Day: Gloversville to be held on Saturday, May 4, 2019.

Placemaking in Gloversville is a dinner celebration of the hard work community members, business owners and local organizations have done over the last year working together to revitalize downtown. Sponsorships range from \$150 to \$500. The event will feature a nationally recognized key-note speaker and a "placemaker award" given to an individual, business or organization whose actions have created positive change in our community.

100in1 Day: Gloversville is an international citizen-driven movement that brings people together to perform many small, positive actions in one day – and inspire larger actions throughout the year. Gloversville is one of the first cities in the United States to host a

100in1 Day event. Sponsorships range from \$75 (for families) to \$500. In addition, there are opportunities for businesses and families to participate in 100in1 Day activities.

In addition to helping offset the costs of producing downtown events, sponsorships will allow the CRG to continue and expand the programs and initiatives put in place over the last two years.

Jennifer Jennings, Gloversville Downtown Development Specialist, said, "A sponsorship of the Placemaking in Gloversville dinner and 100in1 Day: Gloversville is greatly appreciated and will aid in our efforts to expand our marketing and education to people, families and businesses outside of the city. 2019 is a year of programming and action as we work toward downtown revitalization, a goal not possible without the involvement and support of our community."

Full details about the events and sponsorship benefits are available at www.downtowngloversville.org or by contacting Jennifer Jennings, Gloversville Downtown Development Specialist at jenniferj@fccrg.org or at (518) 725-7700 ext. 1004.

Amsterdam Rotary Announces Scholarship Opportunities

Amsterdam Rotary Club is pleased to announce that applications for three \$1000 student scholarships are now available. One scholarship is for a graduating senior from Amsterdam High School and two are for graduating seniors from any high school in Montgomery County. Applicants must be entering a 2 year or 4-year College or University as of September 2019. Recipients of the scholarships will be selected by the Amsterdam Rotary Scholarship Committee.

Applications and accompanying documents including a personal essay, 2 references and the applicant's academic transcript must be completed by Friday, May 3, 2019. Application packets are available by contacting Jerri Cortese at (518) 841-7162; they can also be picked up at the main entrance of St. Mary's Hospital, 427 Guy Park Ave., Amsterdam or sent electronically by contacting Cortese at cortesej@ascension.org. All area high school guidance departments will receive application packets as well.

Amsterdam Rotary Club 7190 supports and enriches the well-being of our community across a broad spectrum of opportunities. Rotarians said, "The Scholarship Committee believes that the students selected for scholarships will be successful and generous members of their own communities, enriching the lives of their neighbors." Now in

its fourth year, the Rotary has committed to maintaining the Scholarship Program as long as the money raised by fundraising efforts can support this \$3000 investment.

Providing student scholarships is one of many ways that the Amsterdam Rotary Club is able to give back to the community. The scholarships are supported by the Club's fundraising events such as the Rotary Variety Show. This year's Rotary Variety show is scheduled for June 7 and 8 at the Amsterdam High School.

Rotary is an international service organization whose purpose is to bring together business and professional leaders in order to provide humanitarian services, encourage high ethical standards in all vocations, and help build goodwill and peace in the world. It is a secular organization open to all persons regardless of race, color, creed, religion, gender, or political preference. There are over 34,000 Rotary clubs with more than 1.2 million members worldwide. Rotary Clubs in different communities recognize and contribute to the local needs of their area. Meetings are held on a regular basis as determined by Club members; meetings offer fellowship, networking, community-wide education, and the chance to organize projects and fundraising efforts. The Amsterdam Rotary Club District 7190 was chartered in 1919.

For more information, visit www.amsterdamrotary.org.

Mark "Doc" Crandall Community Service Award Nominations Requested

The Glove Cities Rotary Club is now seeking nominations for the 5th annual Mark "Doc" Crandall Community Service Award. The Rotary Club created the award in 2015 to honor the memory of Doc Crandall's life of service to others and to express their appreciation for the work of others in the community. Crandall was a Rotarian for more than 50 years and in his honor, the club presents a member of the community with



Dr. Mark "Doc" Crandall

an award to recognize the person's contribution to life in Fulton County. The award is accompanied by a donation of \$1,000 to the recipient's charity of choice.

The award is given to a recipient chosen by Glove City Rotarians. To submit a nomination, send a brief letter of explanation before April 30 to Glove Cities Rotary Club, PO Box 964, Gloversville, NY 12078. Please include the name, telephone number and address of the person submitting the nomination. Rotarians may also make a nomination to the club.

The award will be presented at an upcoming luncheon meeting of the Glove Cities Rotary Club.

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Chamber Member News

Soroptimists Awards Given, Chefs Event Planned

Awards Given

Soroptimist International of Fulton and Montgomery Counties recognized five local recipients and presented \$10,000 in cash awards to awardees in February.

Victoria Rath and Melissa Muir were the winners of the annual Live Your Dream Award, given to women who are the sole means of support for themselves and their dependents, while they pursue educational and career goals.

Quinn Jones, Miles Compani and Amy Laubenstien were the winners of the Youth and Citizenship Award, which recognizes outstanding service by young people to their home, school, community, and the world. All three students will attend a four-year institution in the fall to pursue a bachelor's degree.

Applications for next year's awards will be avail-

able in fall at local libraries, high school guidance offices, or at the Fulton-Montgomery Regional County Chamber of Commerce, in Gloversville.

Chef Event Planned

Soroptimist International of Fulton and Montgomery Counties will hold its fundraising event, "Evening with the Chefs," at 6 p.m. on Monday, April 29, 2019 at the Holiday Inn Johnstown-Gloversville.

The event, "Evening with the Chefs," is the group's largest fundraising activity of the year, with proceeds to go toward the group's scholarship program to benefit students in Fulton and Montgomery Counties.

Annually the group awards \$10,000 to deserving students in the two-county region.

At the event, local chefs from some of the best restaurants in the area will prepare

a variety of dishes for tasting – from appetizers, to entrees, to a great dessert bar.

Chefs from the following restaurants are scheduled to appear at the event: Double Eagle Restaurant at Kingsboro Golf Club, Gloversville; Sam's Seafood Steakhouse, Johnstown; Vintage Café, Johnstown; Union Hall Inn, Johnstown; Lanzi's on the Lake, Mayfield; Hales Mills Country Club, Johnstown; Inn at the Bridge, Northville; Russo's Adirondack Grill, Broadalbin; Raindancer, Amsterdam; Salt, Broadalbin; Brass Monkey, Gloversville; Fox Run Golf Club, Johnstown; Nicolino's, Amsterdam; More chefs and restaurants to be announced. There also will be an array of raffle baskets and silent auction items available. Premier Sponsor for the event is NBT Bank.

Tickets for "Evening with the Chefs" are \$50 per person and reservations can be made via email to: eveningwiththechefs@gmail.com or by sending payment to 584 County Highway 102, Gloversville, NY 12078. Tickets are also available on Eventbrite when searching "Evening With The Chefs." Please note there is a fee when purchasing tickets online.

For more details about the event, visit the Facebook event page (Evening with the Chefs), get information from club members, or email questions to eveningwiththechefs@gmail.com.

Work-Readiness Skills Program Involves Local Businesses

Students age 16 and older can explore career interests, gain work experience and develop work readiness skills needed for entry-level employment, through a New York State registered work-based learning program, offered by the Greater Amsterdam School District.

Through the General Education Work Experience Program (GEWEP), students are provided with feedback from employers and job coaches on how to develop their interpersonal skills. The opportunity is now available to all students in the district, and since its implementation last school year, participation has increased by 50 percent.

School officials said, "These work opportunities allow students to understand the connection between academics and work, problem solves through work-related challenges and increase employability post high school graduation."

Once students meet the program requirements, they are able to earn the CDOS (Career Development and Occupational Studies) Credential. The credential can serve a variety of purposes for students. For those who have met the criteria for a NYS diploma (Regents or Advanced Regents), they may additionally earn the CDOS Credential.

Students may also use the CDOS as a pathway to obtain a NYS diploma with the 4+ CDOS option. Also, students unable to achieve a NYS diploma may earn the CDOS as a standalone credential. Regardless of which CDOS option is chosen, students must complete a minimum of 216 hours of work-based learning activities and/or Career and Technical Education coursework.

Program providers said, "We are grateful to all of the community businesses who have partnered with our program thus far. Companies working with students benefit from increased productivity, new perspectives, and ideas, as well as the development of skilled and motivated employees. Some of the local business supporting students include Tractor Supply Co., Ashley Furniture and DomAdi's Deli. Employers complete an Employability Profile for each student participant, which allows for these students to reflect on their successes and make improvements where necessary."

The program is continually seeking new employers to partner with. Employers interested in providing work experience to an AHS student, can contact Christine Smith, Director of CDOS/WBL at the GASD, at (518) 843-3180 ext. 1015.



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 Phone 518.725.7127 Fax 518.725.7835

Saratoga Springs

60 Railroad Place, Suite 302
 Saratoga Springs, NY 12866
 Phone 518.587.5111 Fax 518.587.0029

Johnstown Businesses Asked to Encourage Reading

Businesses located within the Johnstown School District are encouraged to participate in a program titled "Read for Reward," that will offer treats and coupons to kids that come in to the location and read.

During the week of June 24-29, students enrolled in any grade within the Johnstown School District can go into participating businesses and read for 15-20 minutes. In turn, students will be rewarded with a treat or coupon from the participating business.

The rewards given are at the discretion of the business. Examples include but are not limited to: one free ice cream scoop, one free cookie, one free haircut, one free popcorn,

etc. If a business chooses to participate in this week-long campaign, it will be provided with a flyer to display in the store window.

The flyer will highlight the program and let students know the business is a participant. Organizers said, "This will provide a great sense of community for both the students and businesses."

If a business needs books to offer during the event, the district will be happy to provide them for the duration of the campaign.

For more information or to participate, please contact Sarah Hafter at the Fulton Montgomery Chamber of Commerce, Sarah@fultonmontgomeryny.org.

Chamber Member News

Chamber Member Events

Musical Theater Fundraiser Set

SVAN and Sacandaga Musical Theater will present “Swingin’ on a Sunday: A Dessert Cabaret” at The Revival in Wells on April 14 at 3 p.m. This cabaret features the talents of SMT’s roster of performers singing some favorite lounge tunes from throughout the decades. Organizers said, “Callin’ all cats and kittens! Are you smooth like Frank, or cool like Dino? Join us!”

Tickets are \$10 per person and include dessert and performance. This cabaret is a fundraiser for the summer show, “Chicago.” Reservations are strongly recommended. Please call (518) 420-9591 to reserve tickets.

State of Montgomery County 2019: Challenges and Opportunities

Montgomery County Executive Matthew L. Ossenfort will host a brunch open to the public to give his “State of Montgomery County 2019” presentation. The event will be held at the Sentinel of Amsterdam on Thursday, April 25, at 10 a.m. Tickets for the brunch are \$25, and there will be a Q&A session immediately following the presentation. Casual attire is acceptable.

For more information, please contact Nicole Tennant at info@fultonmontgomeryny.org or Morgan Frisch at mfrisch@co.montgomery.ny.us.

Market Basket Workshop

Schoharie Crossing State Historic Site will host a basket weaving workshop with Beverly Cornelius on Saturday, May 18, 2019, from 9 a.m. to 4:30 p.m. inside the Enders House on Schoharie Street.

Organizers said, “While iconic for Market Day, this Basket is great for foraging in the wild. Easily slipped over your forearm, it is perfect for everything from wild mushrooms to herbs and pine cones.”

The class will help students create a true beginner basket with a flat solid bottom and a simple splint weave. Students will have the opportunity to play with dyed reed and pattern to personalize their basket. The approximate finished size will be 8”x12”x12” and a materials fee of \$25 is due at the start of the class. The instructor will provide all supplies and tools required. Please bring a bagged lunch and beverages for the day.

Registration is encouraged for this program as seating is limited. For online registration information, <https://form.jotform.com/83604950008151> or please contact (518) 829-7516 / david.brooks@parks.ny.gov. You can find out more about this program and others at Schoharie Crossing by finding them on Facebook or visiting their NYS Parks website.

Facility Transformation In Progress

Progress is continuing on the transformation of Advanced Cleaning & Restoration Services facility at 363 N. Perry Street, Johnstown. The company is posting updates on the project on Facebook: [facebook.com/advancedcleaningrs/](https://www.facebook.com/advancedcleaningrs/) along with updates, tricks and tips for spring cleaning.

Advanced Cleaning & Restoration Services can also work with insurance companies to take care of issues regarding flooding. They offer emergency 24/7 response services. For more information, call (518) 773-2435.

Local Events Planned for ‘Keep Mohawk Valley Beautiful’ — The Great American Cleanup

Keep Mohawk Valley Beautiful (KMVB), a six-county NYS affiliate of the national Keep America Beautiful program will hold its 18th annual Great American Cleanup from April 1 – May 31, with three events set for Fulton and Montgomery counties locations.

KMVB is a standing committee of the Mohawk Valley Economic Development District, Inc., that works to create sustainable communities that are socially connected, environmentally healthy, and economically sound. The annual Great American Cleanup is the country’s largest community improvement program.

Each spring KAB affiliates, like KMVB, engage more than 4 million volunteers in more than 20,000 communities nationwide. “We intend to have local volunteers in the six-County Mohawk Valley Region take action to work on beautifying and cleaning areas along the canal and other waterways, parks, recreation areas and streets,” said Sam Russo, Chair of the KMVB Board of Directors.

Local events to be included in the cleanup effort include on April 27: Fulton County Cleanup Day; City of Amsterdam Cleanup Day, including the Chuctanunda Creek Trail; Canal Clean Sweep throughout Montgomery County including Schoharie Crossing State Historic Site; and St. Mary’s Institute cleanup at Auriesville Shrine, as part of the school’s #SMICares initiative.

On May 4: I Love My Park Day events are set for Johnson Hall State Historic Site and Schoharie Crossing State Historic Site.

If clean-up event organizers register a Great American Cleanup event on the ohswa.org website, they are eligible to receive free materials including gloves, trash bags, and other assistance.

William A. Rabbia, Executive Director of the Oneida-Herkimer Solid Waste Authority and partner in the Cleanup Program, said “While KMVB along with other organizations plan volunteer



Young eco-conscious residents of the Mohawk Valley participating in the Canal Clean Sweep initiative held annually.

Photo from ptny.org.

events structured to clean up and beautify public areas, they also focus on inspiring generations of environmental stewards. KMVB is cleaning up, yes, but we are also changing behaviors by engaging the enthusiasm of involved young people,” said Rabbia.

KMVB is also offering a Litter Hotline so that residents can report areas with litter, debris or potential threats to public health. Residents can anonymously call the Litter Hotline at (315) 733-1224, option 4, and KMVB will notify the appropriate municipalities for action.

“From Boonville to

Cobleskill, from Oneonta to Northville, and all along the Mohawk Valley,” said Russo, “volunteers will be working together to change their communities. “KMVB members, working together on projects like the Great American Cleanup, community gardens, recycling and beautification help leverage other public and private resources to positively impact our region,” said Russo.

To register an event or volunteer your time, visit www.ohswa.org. (Click Great American Cleanup.) To donate funding or materials, call (315) 733-1224 ext. 2300.

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Chamber Committees Update

FMYPN

Join the Fulton Montgomery Young Professionals Network in cleaning up our community!

Volunteers can pick up garbage bags and gloves at both Chamber locations on April 26, 2019 at the Amsterdam Chamber, 1166 Riverfront Center, Amsterdam, NY 12010 and on April 27 at the Gloversville Chamber: 2 N Main St, Gloversville, NY 12078.

The event is sponsored by FMYPN and the Fulton Montgomery Regional Chamber of Commerce. For more information about garbage drop locations, clean up locations or to register, please contact Sarah Hafter at sarah@fultonmontgomeryny.org. Hafter said, "This is a great opportunity for businesses, corporations, youth groups, and sports teams to give back to their community."

Education Committee

The Fulton Montgomery Chamber is looking for business professionals to join the Chamber's Education Committee. The mission of the committee is to serve as a link between business, school districts, school programs and the community to actively support quality education that will provide a well-trained workforce in the Fulton Montgomery Counties region. Meetings are held quarterly on the second Wednesday of the month at 8 a.m. To join the group or for further information, please contact Nicole Walrath at nicolew@fultonmontgomeryny.org.

Ricmar Design & Print Launches New Marketing Service

Ricmar Design & Print is proud to announce the launch of Collaboration Station: Solutions for small businesses. Collaboration Station is a relationship-based marketing service that works closely with area businesses to create attainable solutions for their marketing needs.

"Ricmar Design and Print is very excited to expand our business offerings through our new venture, Collaboration Station," said Krissy Gillmore, owner and operator of Ricmar and a principal collaborator of Collaboration Station. "We recognize that feeling of trepidation many business owners feel when it comes to embarking on a new marketing and branding campaign. We've been there and we understand."

Gillmore said, "Collaboration Station takes an organic, holistic approach to each of our clients, recognizing that every business is

unique." The service works closely with businesses to create marketing and branding plans that are realistic, attainable and fit the client's needs. Collaboration Station also offers additional services such as marketing reminder prompts tailored to the customer's marketing plan, social media marketing and management, web design, direct mail implementation and print production services.

Collaboration Station offers the following services to clients: marketing and branding consultations, marketing plan creation and execution, product catalog design and printing, direct mail campaigns (design, print, and mail), website, social media, editorial calendar creation, media buying and trafficking, trade show prep, continued marketing coaching, branding packages (digital and print), logo design, style guides and much more.

"The truth is, regardless of your best intentions, all too often information gets placed in a stack next to the computer and never gets implemented due to time constraints, staffing or fear. That's where Collaboration Station comes in – we're here to help," adds Gillmore. "Each Collaboration Station client receives a free monthly marketing coaching session where our principal collaborators work through your concerns, address potential pitfalls, and empower you to achieve your marketing goals with confidence."

Collaboration Station's principal collaborators have a combined 36 years of marketing and graphic design experience. Gillmore said, "Our hands-on, relationship-based approach and support enable you to take that next big step for your business. We offer introductory consultations on marketing and branding, and work with you every step of the way. Our services can be as involved or as passive as your business needs."

For more information, call Ricmar at (518) 842-0218.



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Chamber Member Anniversaries

The following businesses have found value in their Chamber investment and have renewed their membership in the months of February/March of this year. Please note these member businesses and the year they joined! Thank you to all our renewing Chamber members.

Less than 5 Years

North Main Street

United Methodist Church.....	2018
Mud Road Sugar House	2017
Adirondack "By Owner"	2017
Rogers' Cideryard LLC	2017
Advanced Cleaning & Restoration Services.....	2017
Perth Motors.....	2017
Sticker Mule	2017
Town of Caroga	2016
Town of Mohawk.....	2016
Eastern Medical Support, LLC ..	2016
PCM Communications	2016
NBT Bank, Fonda	2015
Johnstown Historical Society.....	2015

5 to 9 Years

Inn at the Bridge.....	2014
Flooring Authority, Inc.	2014
McFee Memorials	2014
Outdoor Motor Sports & Trailer Sales	2014
Family Ear, Nose & Throat Services.....	2012
Allwater Guide Service.....	2012
Rock Creek Farm	2012
Bethny Schumann-McGhee, Attorney at Law.....	2012
Stephen Miller, General Contractors, Inc	2012
USM Solutions.....	2012
First Choice Professional Services, Inc.	2011
Sievert's Sports	2011
Zanella's Market Hill Service & Auto Sales	2011
Jakeman, Jack M.; Forestry Services, Inc.....	2011
Frank's Gun Shop, Inc.	2010
Sam's Seafood Steakhouse	2010
South Shore Marine	2010

10 to 19 Years

Pine Tree Rifle Club	2009
T & T Storage, Inc.	2009
Skip's Service Station	2009
DeJong Septic, L.L.C.....	2008
Elizabeth Cady Stanton Women's Consortium	2008
National Jukebox Exchange, Inc... ..	2008
Buanno's Custom Body Shop	2007
Dunlap Chiropractic	2006
Fort Plain Animal Hospital	2006
Salvione Insurance Agency Inc.	2005
Security Supply Corporation.....	2005
Evergreen Construction	2003
Home Health Care Partners	2003
Brownell Lumber Co.	2003
St. Mary's Healthcare	2003
Neznek Farm	2001
Glove Cities Veterinary Hospital, P.C.	2000

20 to 29 Years

Chris Rizzo Trucking, Inc.....	1999
Betz, Rossi, Bellinger & Stewart Funeral Homes	1998
Jackson & Betz Funeral Home ..	1998
Lenz & Betz Funeral Home	1998

Smith & Smith Contractors, Inc.	1998
Amsterdam Housing Authority ..	1998
Great Sacandaga Lake Association	1998
Roser Communications Network, Inc.....	1998
D.W.L. Brand.....	1998
Oppenheim-Ephratah-St. Johnsville Central Schools ..	1997
B&M Leather, Inc.	1997
Adirondack Harley-Davidson, Inc... ..	1996
Fulmont Community Action Agency, Inc.	1996
Gloversville Economic Development Corp.	1994

30 to 39 Years

Fulton County Community Heritage Corp.	1989
Russo, Walsh & Viscosi	1988
H.F.M. Prevention Council	1986
F-M-S Counties Private Industry Council	1984

40 to 49 Years

Apollo Northeast Sales and Service.....	1975
Walrath and Stewart Funeral Home.....	1974
National Grid	1974

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Newsline

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Welcome New Members!

Thank you for making an investment in your business, and in our region, with Chamber membership.

Legal Aid Society of Northeastern New York

95 Central Avenue
Albany, NY. 12206
(518) 689-6336

The Legal Aid Society of Northeastern New York provides effective, free civil legal services and education to and advocacy for people with low income or other barriers to accessing the legal system.

Greater Johnstown Lions Club

P.O. Box 305
Johnstown, NY 12095
(518) 281-4467

The Johnstown Lions Club is a part of Lions Clubs International. Lions meet the needs of local communities and the world every day because they share a core belief – to serve their community.

TNT Boat Tops

50 Elmwood Ave
Gloversville, NY. 12078
(518) 587-5487

TNT Boat Tops Inc. is a family-owned and operated business that has been in the capital region for over 55 years. All of their work is custom-designed, built locally and installed on your boat, truck or RV on location.

New Service Is Resource to Businesses and Employees Dealing with Substance Use Issues

A new, free program by The Rob Constantine Recovery Community and Outreach Center (RCRCOC), a program of the HFM Prevention Council, is offering essential workforce support, recovery resources, and education to area businesses.

The RCRCOC, located at 86 Briggs Street, Suite 6, in Johnstown, is grant funded, boasting OASAS Certified Recovery Peer Advocates. Peer Engagement Specialists and Family Navigators are trained to work within the community, providing recovery supports for individuals and their families, that are in, or seeking, recovery from substance use disorders (SUD) and/or alcohol use disorders (AUD).

The Rob Constantine Recovery Community and Outreach Center offers a part-

nership with businesses and organizations in the community, reducing the stigma associated with recovery efforts, acting as an ally to the area workforce in their pursuit of wellness, and supporting the success of local businesses and the economy.

The program's peer professionals are among those on the frontline of the recovery movement in Fulton and Montgomery Counties. They work closely with treatment professionals and are knowledgeable in accessing treatment and support services. The staff of the Rob Constantine Recovery Community and Outreach Center can also play a vital role in modeling wellness and promoting motivation for change.

RCRCOC officials said, "All business professionals know that employee turnover is

expensive and we can all agree that human life is precious, but when an employee is no longer reliable, dependable and effective, it would seem logical to let them go. Yet when that employee is struggling with addictions (their own or a loved one), their behavior doesn't truly reflect their value as an employee."

According to the U.S. Department of Health and Human Services, SUDs and AUDs are qualified as chronic diseases that can affect anyone – regardless of age, race, gender, and socioeconomic status. It is estimated that one in seven Americans will face addiction in their lifetime, but recovery is possible.

By connecting peers with local Human Resource Directors and their staff, businesses can manage and retain/maintain a dependable workforce and provide relief and recovery for those who need it.

RCRCOC officials said, "As a recognized and valued resource, peer intervention also ties into the informal referral process of a HR team. By educating all employees on the signs of substance use disorders and informing them of resource offerings, they will be better able to encourage each other to seek help before a substance use disorder becomes too problematic."

When it comes to hiring new staffers – some employers see a history of substance use or alcohol use disorders as a barrier, but the recovery center staff understands that those in recovery have a better chance of staying in recovery with a job.

You do not have to sacrifice safety and productivity when you have a support team to partner with for your second chance hires."

For more information contact the Rob Constantine Recovery Outreach and Community Center, 86 Briggs Street, Suite 6, Johnstown, NY 12095, 518-705-4626.



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M, TU, TH, F : 8-5

W : 8:30-6; Sat : 9-Noon

Tourism News

SARATOGA ARTS Grants Recipients



Gina DaBiere-Gibbs

Director of Tourism

tourism@fultonmontgomeryny.org

Tourism Workgroup

The first meeting of the Fulton Montgomery Regional Tourism Workgroup for 2019 is set for Thursday, April 11 at 9 a.m. at the Enders House at Schoharie Crossing State Historic Site, Fort Hunter. The workgroup was launched in the spring of 2018, by the Tourism Department, and all tourism properties in the two-county region are invited to attend. The meetings are held 2-4 times per year, to discuss various tourism topics, at rotating locations throughout the two counties. We are continually seeking tourism topics for discussion and meeting host locations.

For planning purposes, an RSVP is required. To RSVP or for more details, please contact the tourism department at (518)725-0641 or tourism@fultonmontgomeryny.org.

Visit our tourism event calendars for more information on these and other events happening in Fulton County, www.44lakes.com/calendar and Montgomery County, www.visitmontgomery-countyny.com/events-calendar.

Saratoga Arts recently held a reception for 2019 Community Arts Grants recipients. Thirty-seven grants totaling \$125,010 have been awarded to support community-based arts events taking place in 2019.

With funding that is awarded from the New York State Council on the Arts, Saratoga Arts' Community Arts Grants support artists, non-profit organizations, and government departments in Saratoga, Fulton, and Montgomery Counties, in partnership with qualifying organizations and artists, to present arts and cultural programs of high artistic merit in local communities.

This year's grant-funded recipients and their funded projects offer the community year-round opportunities to experience a wide array of free or low-cost artistic events highlighting talented local and regional artists. It is estimated that more than 24,000 community members, more than 5,600 youth, and more than 1,578 artists will directly participate in these grant-funded events occurring throughout 2019.

For more information about this group, visit www.saratoga-arts.org.

The Montgomery County recipients are:

- The Arts Factory of Montgomery County, Nelliston, Presentation of 2 Independent Films with Filmmaker Discussion & A Masterpiece, Remastered
- Friends of Schoharie Crossing, Fort Hunter, Not Just For Kids Storytelling Series
- Glen Conservancy, Fultonville, Glen Conservancy Community Concert Series
- Mohawk Valley Chorus-Chamber Ensemble, Amsterdam,

Harmony Bridge

- Music on Mainstreet, Canajoharie, Music on Mainstreet Summer Concert Series 2019
- Byron Nillson, Fultonville, Songs along the Mohawk
- River of Jubilee Church and Junior Youth of Canajoharie, Canajoharie, Art Enrichment with Kiln-fired Clay
- Village of St. Johnsville, St. Johnsville, Concerts in the Park

The Fulton County recipients are:

- Janene Bouck, Broadalbin, Salvage
- Caroga Arts Collective, Caroga, Caroga Lake Music Festival 2019
- Colonial Little Theater, Johnstown, 2019 Theater Series
- Gloversville Citizens Band, Gloversville, Summer Band Concerts in the Park
- Johnstown Citizen's Band, Johnstown, Johnstown Mid-Summer Concert Series
- Janelle Krause, Johnstown, Subterranean Realities: What Dreams May Come
- Lexington Foundation at Paul Nigra Center for Creative Arts, Mayfield, Fulton-Montgomery Counties Art Show & Labyrinth Garden
- Sacandaga Valley Arts Network, Northville, Sacandaga Live: A Celebration of Music in 2019

Visit our tourism event calendars for more information on these and other events happening in Fulton County, www.44lakes.com/calendar and Montgomery County, www.visitmontgomerycountyny.com/events-calendar.

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Nicole Walrath
Director of
Workforce Development
NicoleW@fultonmontgomeryny.org



Sarah Hafter
Business and Education
Partnership Coordinator
Sarah@fultonmontgomeryny.org

Business Education Partnership News



HFM PTECH

ABOVE and BELOW: HFM PTECH's style of is geared towards project-based learning, making it conducive to the workplace. HFM PTECH is always looking for authentic workplace challenges where students take on a task and pitch a solution to participating businesses. This year, one of our business partners, Mohawk Fabric Inc., provided a real-world problem and asked the sophomore class to help design a solution.

Mohawk Fabric, a fabric manufacturer in Amsterdam, has an abundance of polypropylene (plastic) tubes. The tubes, which are about 8-10 inches in length, are used in the spooling process but because of the extreme heat they are exposed to during man-

ufacturing, the material expands and cannot be reused by Mohawk Fabric. The company has run into several roadblocks in their efforts to recycle the materials. The students recently took a guided tour of the facility to see for themselves how the tubes are used and stored afterward.

Over the next few months, students will be working to develop creative ideas for how the tubes can be recycled or reused. Students will present their proposals to Mohawk Fabric executives in the coming weeks, and from there the executives will decide what group's resolution will move forward into the implementation stages. Stay tuned for an update in May's Newsline!



Foothills PTECH, Academy of Computer Science and Game Arts

Wednesday, April 17 from 9:30-11:30 a.m. at Johnstown High School:


Students at Foothills PTECH, Academy of Computer Science and Game Arts will showcase their Minecraft and Apocalypse games. The BEP is looking for guests to come in, play the games and give students feedback. Please RSVP to Nicole Walrath at nicolew@fultonmontgomeryny.org.

Tuesday, May 7th- 9-11am at Johnstown High School – Career Day:

Foothills PTECH, Academy of Computer Science and Game Arts are looking for busi-

nesses in the following career pathways to participate in May's Career Day: Business administration, marketing, digital advertising/sales, information technology, computer support specialists, web developers, game designers/programmers, and graphic designers. Businesses are asked to prepare interactive and creative (PowerPoint, videos, etc.) presentation highlighting the company background, education/certification requirements, expectations, job duties, etc. If your business is interested in participating please contact Nicole Walrath at nicolew@fultonmontgomeryny.org.





Chamber Checks make great gifts for loved ones, good bonuses for employees, and support small businesses in this region! Purchase these gift checks at either Chamber office, any Kinderhook Bank branch or Ruby & Quiri in Johnstown.

Chamber Checks sponsored by:



Business Education Partnership News



Ag PTECH

Freshmen at Ag PTECH had the opportunity to ask questions to a group of panelists in the environmental science pathway. The panel participants were, pictured from left, Department of Environmental Conservation supervising forester Michael Mulligan, Gary Avery of Avery's Trout Hatchery, Department of Environmental Conservation

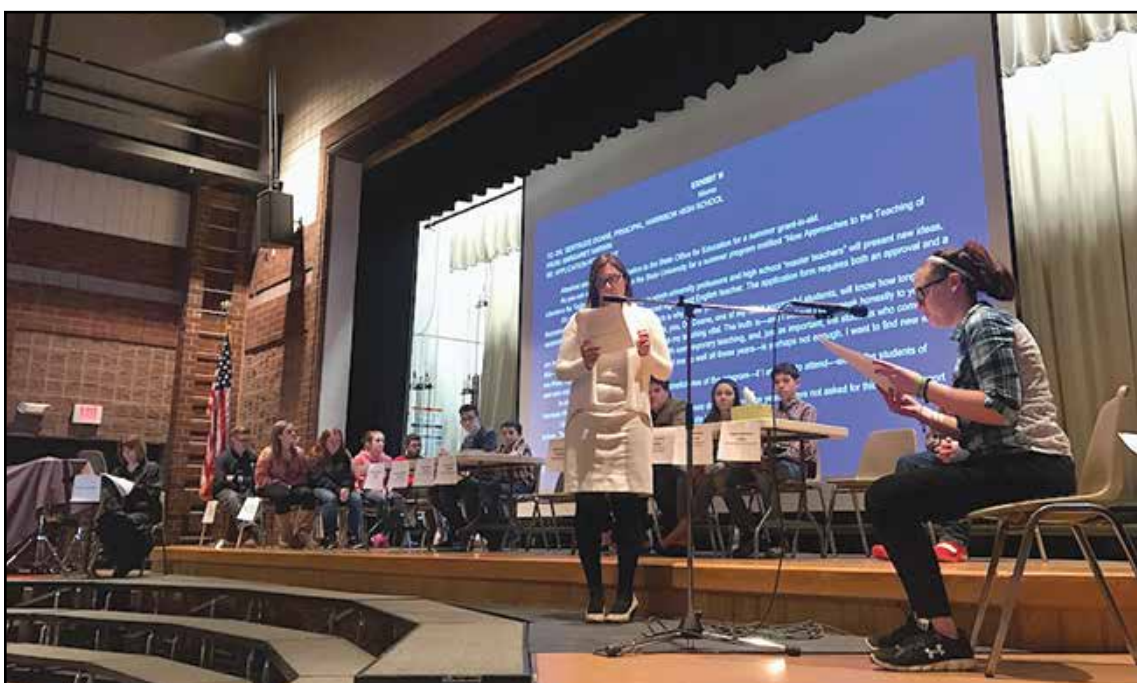
Forest Ranger Melissa Milano, Environmental Conservation Police Officer Jason Hilliard, and Gloversville-Johnstown Joint Wastewater Treatment Facility Manager Wallace Arnold. Throughout the school year, freshmen at Ag PTECH hear from professionals who work in jobs in the fields of study that are available to them through the program.



Amsterdam College and Career PTECH & Pathways

Freshmen at Amsterdam College and Career PTECH & Pathways displayed their self-produced renditions of Shakespeare's

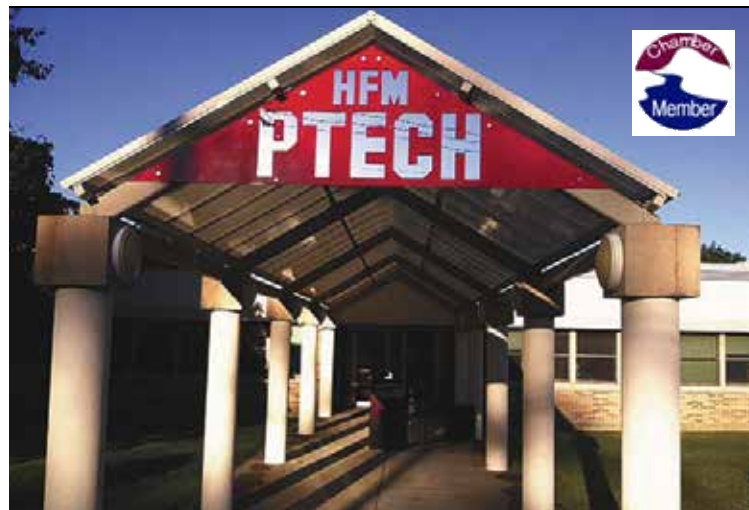
tragedy Hamlet, and also discussed their newspapers, featuring the latest news from Elizabethan England.



OESJ PTECH

Students at OESJ PTECH read a documentary-style novel written in the form of journal entries, friendly letters, memos, and conversations that reflected multiple perspectives. They were then tasked with assuming the role of a character from the

text and participating in a mock trial that explored the issue of "Freedom of Speech." The OESJ Student Resource Officer helped with the delivering of subpoenas, completion of affidavits, and participated in the mock trial as the bailiff.



Are you interested in working with students who will embrace the essential business skills and who will be trained educated employees for the future?

Well, PTECH is the new future! PTECH is a technologically based early college high school that allows students to gain real-world, project based experiences through partnering businesses in your community.

We are currently looking for mentors who will be willing to communicate online with students weekly. Interested in becoming a partnering business?

Contact Nicole Walrath at
(518) 725-0641 or nicolew@fultonmontgomeryny.org
for more information.



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Membership News

Promote and Enhance Your Business With Chamber Offerings



James Hannahs

Membership Coordinator

Membership@fultonmontgomeryny.org

518-725-0641

Great advertising and marketing opportunities are available for businesses in the region, thanks to several events and advertising venues available through the Chamber.

Destination One:

When an average of 40,000 cars pass by the Fulton County Visitor's Center in Vail Mills every day, it makes for a great advertising spot for your business. The Center, strategically located at the traffic circle in Vail Mills, sees over 10,000 visits annual-

ly from folks looking for more information about the area. With two display cases offering large, full-color ad spaces as well as specifically designated spots for your rack cards or brochures, this is a prime location for any business in our region looking to attract visitors and residents alike.

For more information on how to become one of a select group of advertisers, contact James Hannahs, Chamber Membership Director, at (518) 725-0641.

ChamberCon:

The Fulton Montgomery Regional Chamber of

Commerce is hosting a one-day business exposition on May 15, 2019, to showcase its members' products or services.

The ChamberCon Business Expo offers you the opportunity to engage in business-to-business and consumer marketing, Chamber member networking, and introductions to the general

public. For Booth Pricing, contact James Hannahs (518) 725-0641. Booths are for Chamber members only. The showcase will be advertised extensively and is open to the public.

Keymark Job Fair:

April 16 marks the date for area residents interested in working for local employer Keymark to meet company representatives and fill out an application. The company offers premium benefits and upward momentum. The event is from 10 a.m. to noon at the Chamber, 2 N. Main St., Gloversville. Look for the Keymark shuttle bus on display. Keymark offers all Johnstown/Gloversville employees a free and reliable transportation to/from work.

Feature Lists

Coming Soon:

Watch upcoming *Newsline* editions for great "Book of Lists" – style listings of local Chamber member businesses in various categories. Next month: Contractors and Construction Companies.



Family Support Services

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Fulton Montgomery
REGIONAL CHAMBER OF COMMERCE

Fulton Montgomery Regional Chamber Presents

ChamberCon

Business Showcase

Wednesday, May 15th, 2019

Alpin Haus RV - 1863 NY 5-S, Amsterdam

3 pm - 4 pm Chamber Member Social Hour
4 pm - 7 pm Public Showcase

For Booth Pricing, Contact James Hannahs at 518-725-0641

'Booths for Chamber Members Only, Showcase Open to Public'