



The 17th Annual:

UPSTATE NY BUSINESS LEADER STUDY



On the agenda:

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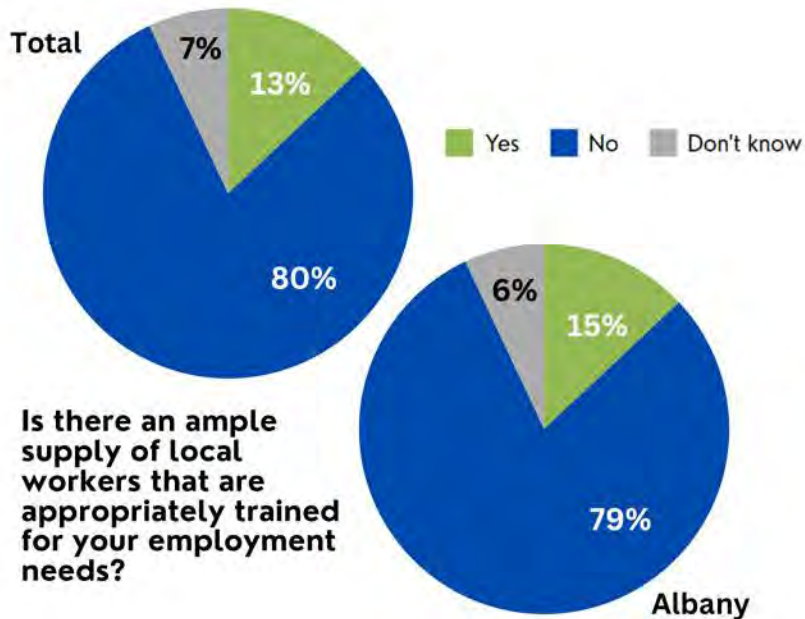
About The Business Study

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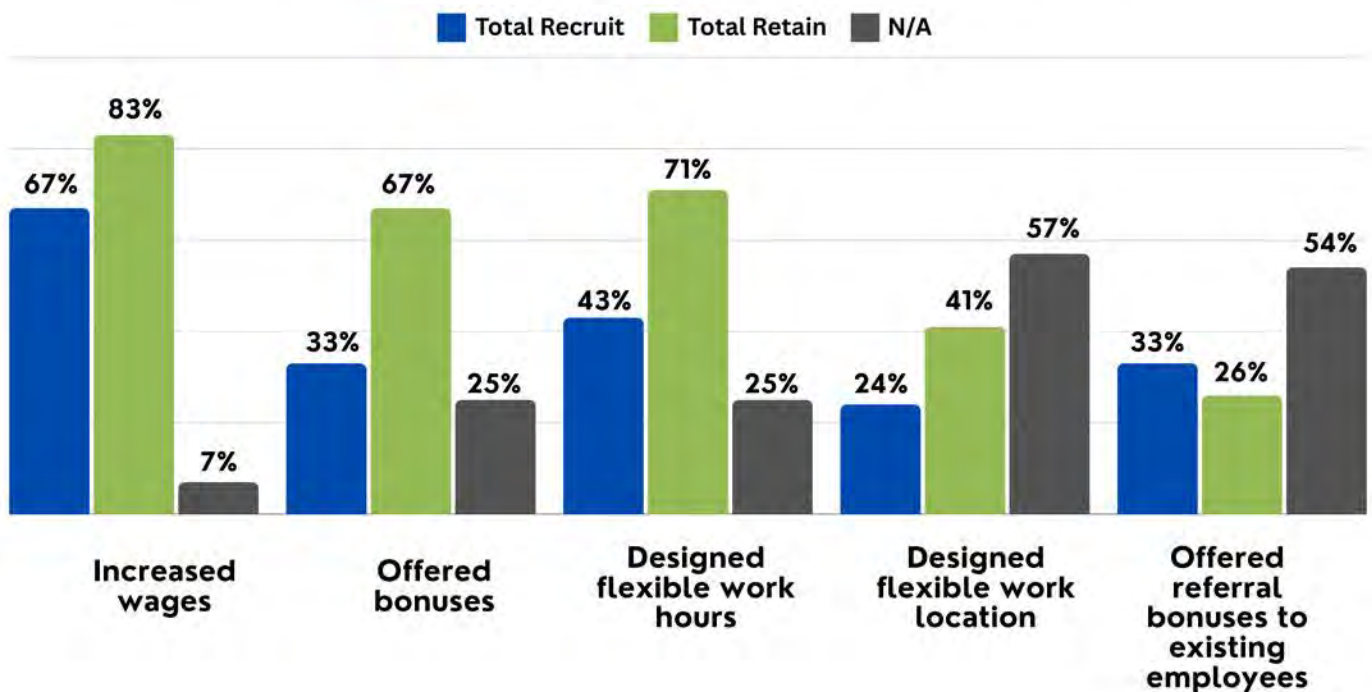
"Despite increasing consumer sentiment, CEOs across Upstate enter 2024 with less optimism than in previous years. They continue to say that government, both state and federal, fails to understand and support Upstate businesses. Still, committed to doing business they need new, energetic and prepared workers to step in and contribute one day. While many say those employees are hard to find and are in many cases ill-prepared, Upstate CEOs look to hire, train, promote and reward the best and the brightest."

— Don Levy, Director of the Siena College
Research Institute

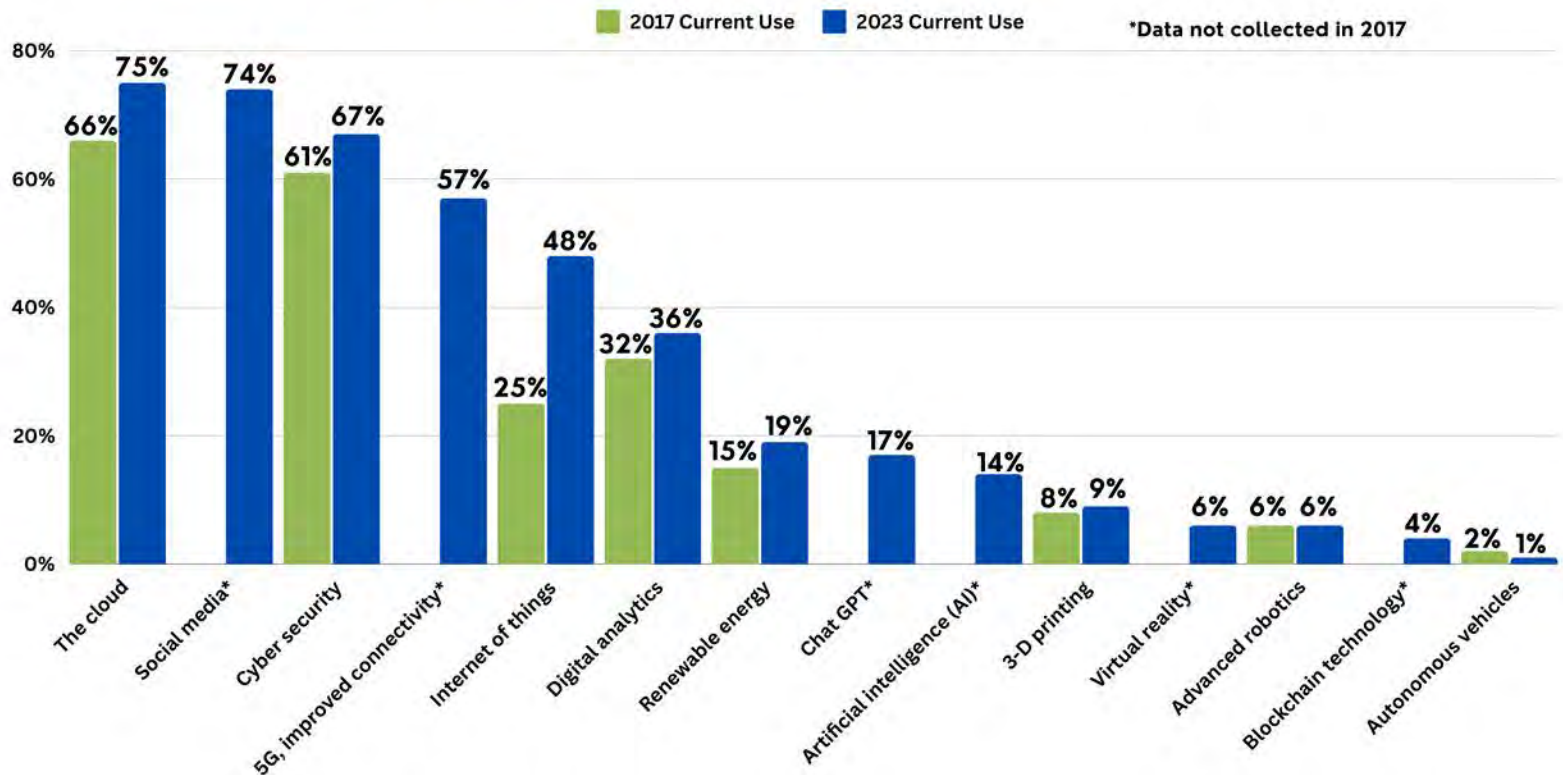
Future of Work



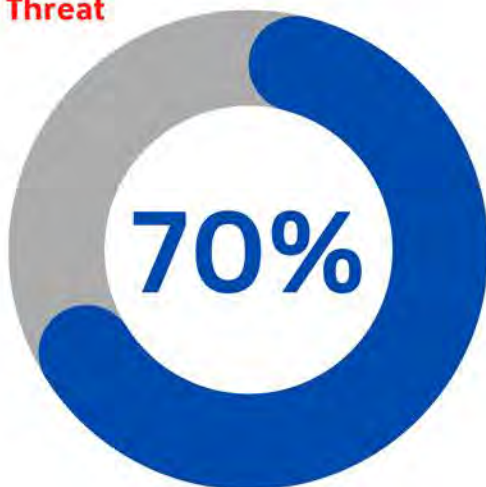
Please indicate if you have done the following in order to recruit/retain.



Disruptive Technologies

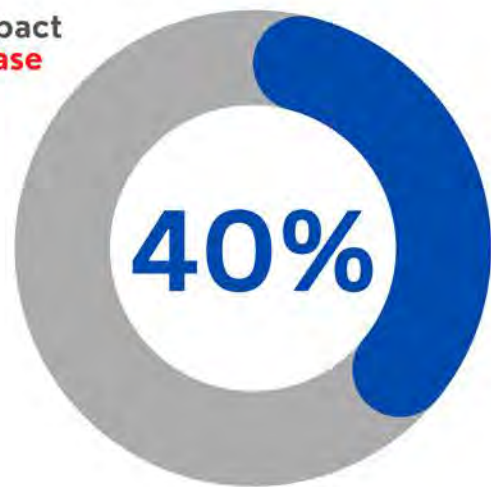


28% - Threat



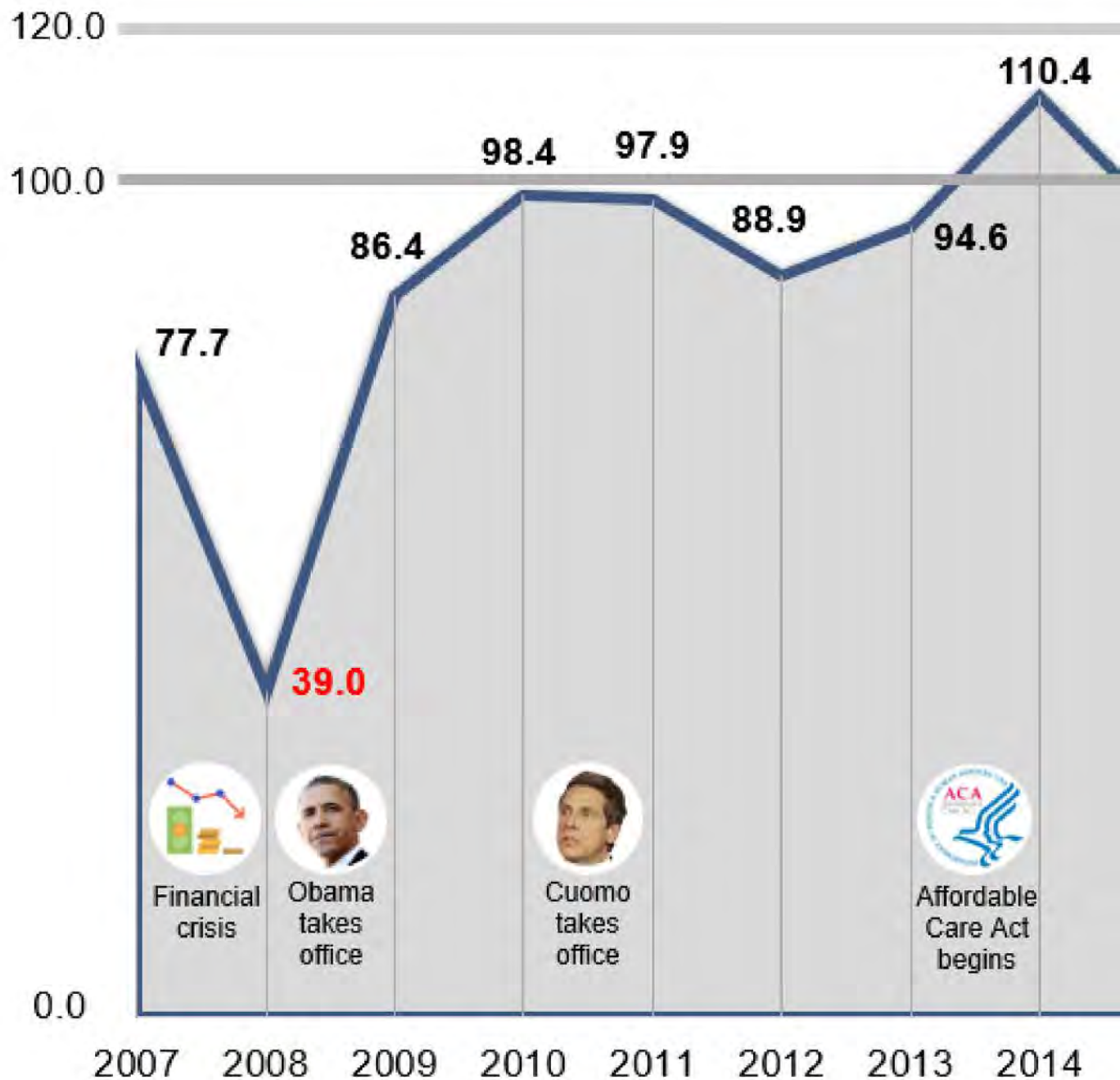
70% of CEOs see disruptive technologies more as an opportunity for their business than as a threat

55% - No Impact
4% - Decrease

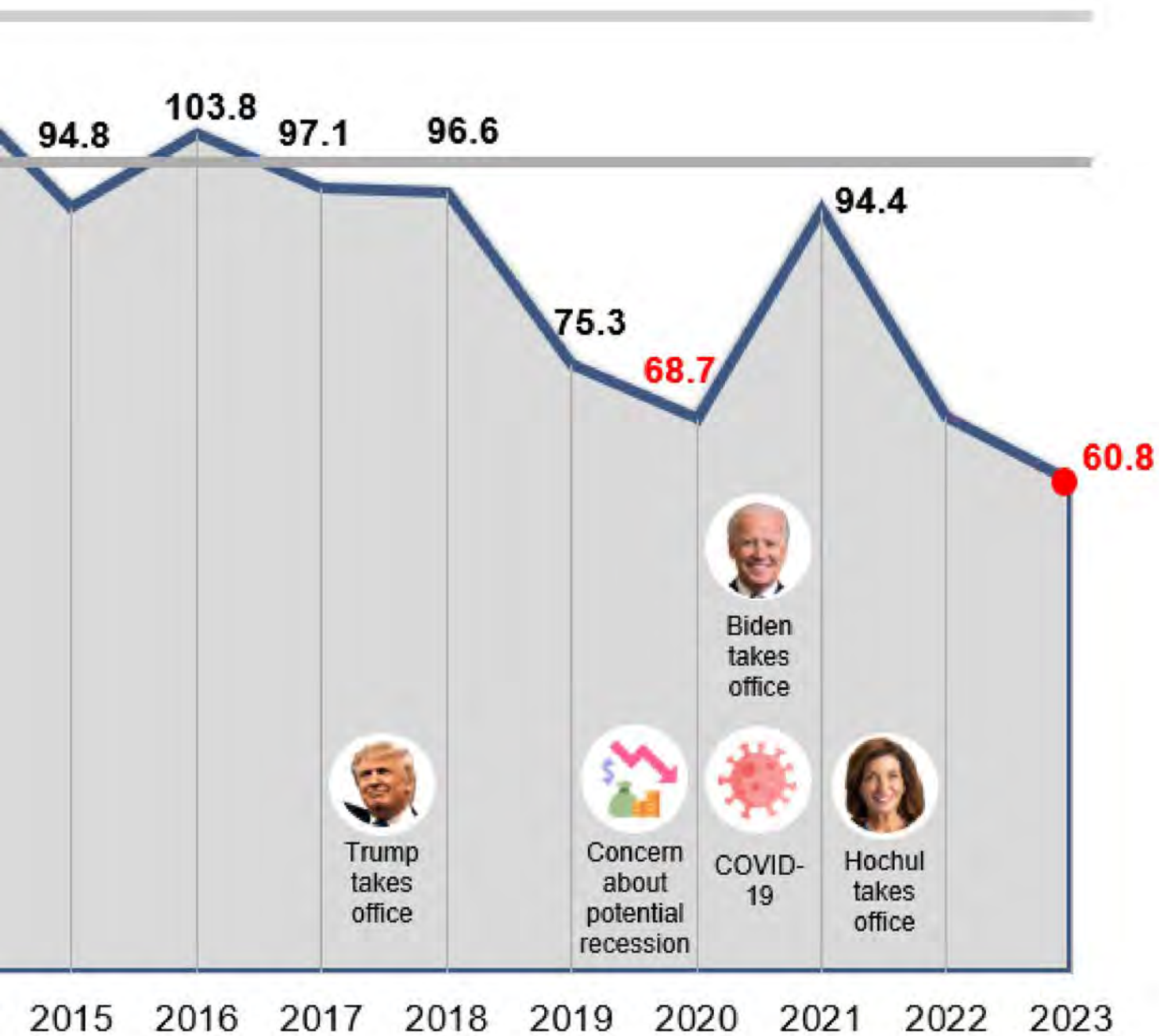


40% say that the COVID-19 pandemic resulted in an increase in the use of disruptive technologies.

Business Leader Sentiment Over Time 2007 - 2023



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



Our Guests



Heather Mulligan

Heather Mulligan is the president and CEO of The Business Council of New York State, Inc.

Ms. Mulligan joined The Business Council in 2007, as vice president of government affairs, overseeing the organization's legislative and pro-growth agendas. She holds a Juris Doctor from Albany Law School.

Prior to The Business Council, Ms. Mulligan was a consultant and lobbyist for Powers and Company, working on issues including the Javits Center expansion and the new Yankee Stadium. She has also served as assistant counsel to the New York State Senate majority; legislative aide and counsel to the New York State Assembly majority committee on Racing and Wagering; and special counsel in the New York State Attorney General's office.

Ms. Mulligan has served on numerous boards and committees, including: The Research Foundation for the State University of New York; New York State Prison Redevelopment Commission; New York Forward Reopening Advisory Board; New York State Thruway Authority; New York State Child Care Availability Task Force; Capitalize Albany; Central Hudson Gas & Electric Corporation, Board of Directors; US Chamber of Commerce Public Affairs Committee; Berkeley College Board of Trustees; National Association of State Chambers of Commerce (NASC, formerly Council of State Chambers) Board of Directors, to name a few.



Howard Foote

Howard 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 a past Chairman. Howard is involved in professional community organizations in support of the thriving Capital Region and of the state of New York.



Renee Abdou-Malta

Ms. Renee Abdou-Malta is a healthcare executive with extensive experience leading and directing a complex and diverse business market. Leveraging industry experience in behavioral health and managed care to drive systemic market strategies to optimize client satisfaction retention and growth.

Ms. Abdou-Malta is currently the Senior Director for Strategic Accounts at aptihealth, a virtual first, value based care (VBC) behavioral health solution that utilizes a unique care model with a multidisciplinary care team approach. She was the former President of the New York Market for Beacon Health Options and retired after 3 decades of service.



Christopher Conway

Chris Conway was named president at Curia in October 2019. He is responsible for Curia's global Research and Development organization, and is also the executive co-sponsor of Curia's diversity, equity, and inclusion council, guiding six dynamic and active work streams in our efforts to cultivate a work environment where all employees thrive.

Chris joined Curia in 2008 to support business development. Since then, he has successfully held positions of increased scope and global responsibility. Chris previously served as senior vice president, head of discovery, chemical development and analytical services, and global head of sales and marketing. Chris holds a Bachelor of Science in marketing and management from Siena College in Loudonville, NY. He currently serves on its board of associate trustees.



Doug Chapman

Doug Chapman is Senior VP & CIO of the NYISO.

Doug Chapman leads the Information Technology group, delivering reliable, innovative products and services to evolving wholesale electricity markets. Mr. Chapman is also responsible for ensuring system compliance with the NYISO's federal tariff governance and oversight of communications, facilities and enterprise security. Mr. Chapman joined the NYISO in 2015 and has over three decades of experience in the electric utility industry. He has held key leadership roles with the Mid-Continent Independent Transmission System Operator (MISO), National Grid, and Niagara Mohawk. He earned a M.S. in Computer Engineering from Syracuse University and a B.S. in Electrical Engineering from the University of Buffalo.



Rai Archibold, Jr., CFA

Raimundo C. Archibold Jr., CFA, is a Managing Director at Schwartz Heslin Group. He specializes in corporate finance, strategic planning, and M&A activities. Prior to joining SHG, he enjoyed a career in finance in New York City for over 25 years, principally as an equity analyst covering the technology and telecommunications sectors. Mr. Archibold has wide experience in equities and capital markets and has been involved in over 20 initial public offerings and M&A transactions.



Sujata Chaudhry

Sujata is the CEO of Tangible Development. Her corporate career spans industries, from a market analyst with the U.S. Navy, a sales engineer and cultural liaison for foreign clients of the engineering company AMP, Inc., now TE Communications, and a collaboration exclusively with IBM engineers in Raleigh, NC, facilitating the design of PC boards. Sujata combines experience and education to lead Tangible Development's mission of bringing a personal and practical approach to diversity with American corporate sensibility.

Sujata has worked with industry leaders in finance, property management, hospitality, non-profit, higher education, healthcare, and science-technology to leverage diversity and inclusion to increase the sustainability, viability, and strategic vision of organizations.

Sujata's strong belief in community is evident in the leadership time she gives to several organizations in the Capital Region including serving as board chair for the American Red Cross of NENY.

Sujata was named one of the 2019 Women of Excellence and 2019 Women Who Mean Business for her work in advancing Diversity and Inclusion.



Meredith Chimento

Meredith Chimento is the Executive Director of the Early Care & Learning Council (ECLC). ECLC is a statewide organization that works to increase the quality, affordability and capacity of the early care and education field and does so through training and technical assistance, data management and advocacy initiatives. Its programs are provided to and in partnership with the network of 35 local Child Care Resource & Referral programs across New York State. Meredith is a member of the Governor's Child Care Availability Task Force and a Steering Committee member of the Governor's Early Childhood Advisory Council.

She also serves as a Board Member of the Office of Children and Family Services Advisory Board. She is also the Chair of the Capital Region Chamber's Women's Business Council.

Thank You



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The
Business
Council

Thank you to our guests

And thank you to our business leaders' organizations:



The
Business
Council



Audit. Advisory.
Tax. Consulting.



New York ISO
Independent System Operator



Early Care &
Learning Council
United to Promote Quality



TANGIBLE
DEVELOPMENT