



# NEWSLINE

January 2025

A Publication of the Fulton Montgomery Regional Chamber of Commerce

*The Fulton Montgomery Regional Chamber of Commerce supports our members and our region as a partner for business, workforce, and tourism development.*

## THE CHAMBER WISHES YOU A YEAR OF NEW OPPORTUNITIES, GROUNDBREAKING IDEAS, AND REMARKABLE MILESTONES FOR YOUR BUSINESS!



Above:  
*What a fantastic evening filled with holiday cheer and community spirit! The Don't Stop Believing Toy Drive, sponsored by gracious hosts, Joe Szyjkowski and [Chad Majewski](#) (pictured from left) was a huge success, and it was amazing to connect with so many incredible people at our Business After Hours and Holiday Party, hosted by [The Century Club of Amsterdam](#) at its Festival of Trees on Thursday, December 5! Thank you to everyone who donated, networked, and celebrated with us!*

*Below: THANK YOU to [NBT Bank](#) Canajoharie for hosting a great Business After Hours/Holiday Party on December 4. So many people from Canajoharie and beyond joined the NBT Bank team (pictured below) to put us in the holiday spirit. Their collection of pantry items for those in need was also a success. Thank you to all!*





## Message from the Executive Director

### 2024 BOARD OF DIRECTORS

Chair—Geoff Peck, *Nathan Littauer Hospital & Nursing Home*

Vice Chair—Elizabeth Bridge, *Liberty ARC*

Secretary—Carl Marucci, *Community Bank*

Treasurer—David Jankowski, *Joley Re Holding Corp.*

Immediate Past Chair—*Vacant*

Seth Brown, *Brown's Ford*

Ashley Capobianco, *Townsend Leather Company, Inc.*

Ashley Delaney, *The Wesson Group*

Janine Dykeman, *Mental Health Association in Fulton & Montgomery Counties*

Ryan Heck, *Alpin Haus*

Colleen Ioele-DeCristofaro, *Howard Hanna Real Estate*

Peter Lawrence, *The Family Counseling Center*

Jeffrey Methven, *St. Mary's Healthcare, Amsterdam*

Mike Schaus, *THNK Tank Media/WENT Radio*

Janet Stanley, *Lee Shops at Wagner Square*

### CHAMBER STAFF

Anne Boles, *Executive Director*

Mark Bolebruch, *Finance*

Jennifer Hammons, *Special Projects Assistant*

Natalie May, *Business & Education Partnership Coordinator*

Terry Swierzowski, *Newsline Editor/Reporter*

Nicole Walrath-VanAlstyne, *Director of Workforce Development*

### THE FULTON MONTGOMERY CHAMBER IS A MEMBER:

- ◆ [Business Council of New York State](#)
- ◆ [Center For Economic Growth—Capital Region](#)
- ◆ [Chamber Alliance of New York State](#)
- ◆ [Fulton County Center for Regional Growth](#)
- ◆ [Fulton County Farm Bureau](#)
- ◆ [Montgomery County Farm Bureau](#)
- ◆ [New York State Farm Bureau](#)

Dear Chamber Members,

Looking ahead to the new year, we remain excited about the opportunities to continue working alongside such talented and passionate members. Whether it's growing your business, building new connections, or contributing to the vitality of our region, we are here to support your success every step of the way.

I want to take a moment to express my heartfelt gratitude for your dedication, resilience, and support. The strength of our Chamber lies in the collective effort of each of you, and together we have overcome challenges, celebrated achievements, and made a lasting impact.

Wishing you a prosperous, healthy, and joyous New Year. May 2025 bring new opportunities for growth, innovation, and collaboration. Here's to a year filled with continued success and community spirit!

We are looking for a new Membership Director; Janet Davis has resigned to move on to a new position. We are thankful to Janet for her 5 years of service to the Chamber. She will be missed!

Please see information for this great position on page 15 and let us know if you know anyone who may be interested!

# Welcome New Members December 2024

## 5S DINER, LLC

12 Hancock Street, Fort Plain  
(518) 993-5306 | [www.5sdiner.com](http://www.5sdiner.com)  
*American, homemade food in family-style diner.  
Specials and updates available on [Facebook page](#).*

## DANELI PARTNERS LLC

410 Canal Place, Little Falls  
(518) 952-7946 | [danelipartners.com](http://danelipartners.com)  
*Management Consultants, working with small, mid-sized, or large businesses. Offering programs and services in Leadership Development, Business Leadership Development, Education Leadership Development, Group Coaching, 1:1 Executive Coaching, Workforce Development, Keynotes, Board of Directors (leadership development, retreats, etc.), Succession Planning, Creative.*

## FLOWERS BY LISA

404 Snooks Corners Road, Amsterdam  
(518) 788-0027 | [Facebook](#)  
*Local florist. Fresh bouquets and arrangements for holidays, funerals, weddings, or just because flowers make you smile.*

# MEMBERSHIP MESSAGE

Anne Boles

## A Few of the Great Opportunities You Have as a Chamber Member!

As a leading source of business solutions in our area, the Chamber makes sure our members are well-equipped for all facets of commerce. Numerous measures of exposure and marketing opportunities are available through your Chamber. Opportunities include ad space in this *Newsline* newsletter with over 2,000 subscribers, exposure on Chamber website, event sponsorships, community marketing, networking opportunities and Destination One advertising slots at the Fulton County Visitor’s Center in Vails Mills.

When company leaders decide to invest in their business by joining the Chamber, there are some basic tools we use, but out-of-the-box thinking can result in even bigger promotional results. We often plan a ribbon cutting to kick off the partnership between the new member and the Chamber. The ceremonies are typically attended by chamber staff, business employees, other Chamber members and local officials. We make sure to take pictures to post on social media. Photos and a brief story about the ribbon cuttings are always used in Chamber *Newsline* and various media outlets. Members sometimes like a bigger event and piggyback it with a ribbon cutting. If you have an open house, an expansion, a new location, or new product to feature, then we are able to build the story into something with even more news value.

Do not forget all members are listed in the Chamber’s website, [www.fultonmontgomeryny.org](http://www.fultonmontgomeryny.org), and have the benefits of a free hyperlink to their own site from the Chamber’s, as well as a mini web page that can be updated and personalized to that business by the business. There is an opportunity for Chamber members to list job postings for their business, as well as “Hot Deals” that can be accessed by anyone visiting the Chamber site. This site is being accessed by people across the country, and across the globe.

If you need more information about membership, please [membership@fultonmontgomeryny.org](mailto:membership@fultonmontgomeryny.org)



### Working together to build your business.

- Graphic Design
- Business Printing
- Catalog Creation
- Annual Reports
- Menu Creation
- Direct Mail
- Brochures
- Business Cards
- Letterhead
- Envelopes
- Multiple Part Forms
- Signage
- Promotional Products
- Banners
- Etc....



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# MEMBER ANNIVERSARIES

## December 2024

Thank you for your continued support!



### 31 – 40 YEARS

Gloversville Sewing Center, Inc.—34  
Greater Amsterdam Volunteer Ambulance Corps, Inc. (GAVAC) - 31

### 21 – 30 YEARS

Don’s Electric & Plumbing—26  
KeyBank National Association—Market Street—26  
Liberty ARC—26

### 11 – 20 YEARS

Miller’s Grandview Marina—20  
Goderie’s Tree Farm—19  
OneDigital—19  
Ron Jones Excavation—18  
Horace J. Inman Senior Center—18  
Fort Plain Animal Hospital—18  
Sandy Maceyka—18  
italyMONDO!, LLC—18  
FAGE USA Dairy Industry, Inc.—16  
Fulton County Office for the Aging/  
Youth—15  
Recovery Sports Grill—16  
Affordable Sheet Metal—13  
Capstone Center for Rehabilitation &  
Nursing—11

### 1 – 10 YEARS

Post Mark Ship & Print, Inc.—9  
Sunmark Federal Credit Union—9  
Caroga Historical Association & Museum—7  
Go For It Fitness and Personal Training Studio—6  
DeGiulio Brothers Flooring—6  
Van Meter & Van Meter LLC—5  
SFCE—Sidney Federal Credit Union—2  
THNK Tank Media, Inc.—2  
Devine Contracting Excavation & Site Work LLC—1

**RIVER RIDGE LIVING CENTER**  
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*“We are dedicated to enhancing the life of our residents.”*  
*If you are a team player, compassionate and reliable, a career at River Ridge Living Center is for you!*

## NEWS YOU CAN USE:

## Important Business News from New York State

### GOVERNOR HOCHUL SIGNS LANDMARK LEGISLATION CREATING NEW CLIMATE SUPERFUND

*Law Holds Fossil Fuel Companies Responsible for Impact of Pollution on New York Communities; Bill Signed to Broaden State Ban on Hydraulic Fracturing*

On December 26, Governor Kathy Hochul signed landmark legislation to bolster New York's efforts to protect and restore the environment by requiring large fossil fuel companies to pay for critical projects that protect New Yorkers. Legislation S.2129-B/A.3351-B creates a 'Climate Superfund' to support New York-based projects that bolster New York's resiliency to dangerous climate impacts like flooding and extreme heat.

"With nearly every record rainfall, heatwave, and coastal storm, New Yorkers are increasingly burdened with billions of dollars in health, safety, and environmental consequences due to polluters that have historically harmed our environment," Governor Hochul said. "Establishing the Climate Superfund is the latest example of my administration taking action to hold polluters responsible for the damage done to our environment and requiring major investments in infrastructure and other projects critical to protecting our communities and economy."

This landmark legislation shifts the cost of climate adaptation from everyday New Yorkers to the fossil fuel companies most responsible for the pollution. By creating a Climate Change Adaptation Cost Recovery Program, this law ensures that these companies contribute to the funding of critical infrastructure investments, such as coastal protection and flood mitigation systems, to enhance the climate resilience of communities across the state.

Another new significant climate law signed by Governor Hochul earlier this week expands upon New York State's 2014 prohibition of high-volume hydraulic fracturing to extract natural gas. Legislation S.8357/A.8866 amends the State Environmental Conservation Law to prohibit the use of carbon dioxide in gas or oil extraction to prevent potential negative health or environmental effects from carbon dioxide fracking in the state.

### New York State's Climate Agenda

New York State's climate agenda calls for an affordable and just transition to a clean energy economy that creates family-sustaining jobs, promotes economic growth through green investments, and directs a minimum of 35 percent of the benefits to disadvantaged communities. New York is advancing a suite of efforts to achieve an emissions-free economy by 2050, including in the energy, buildings, transportation, and waste sectors.

### MINIMUM WAGE TO INCREASE IN 2025

In 2023, the New York State Legislature passed, and Governor Hochul signed, a minimum wage increase beginning in 2024 and continuing through 2026. As you know, many other factors are related to an increase in the minimum wage. Items such as allowances for tips, meals, housing, maintenance, and laundering of uniforms are typically adjusted to correspond with minimum wage adjustments made by the legislature. New rates will take effect January 1, 2025.

Perhaps the most significant change, and the one most overlooked by employers, is the minimum salary level for employees considered exempt under the [Executive](#) and [Administrative](#) exemption.

To be considered an employee exempt from the overtime provisions of New York State Labor Law, generally, employees must pass three tests:

- Their duties – as defined by the law – must be Executive and Administrative in nature.
- They must be paid as an exempt employee – that is, their pay generally may not be changed week to week based on the quantity and quality of work.
- They must be paid a minimum weekly salary.

While the Federal government has a minimum salary level to be considered exempt, New York State has its own minimum salary level that is in excess of the federal minimum. The Federal minimum salary level is currently \$684 per week. Recent Biden Administration attempts to increase the Federal minimum salary level have been halted by the Courts.

It's important to be sure that you have correctly classified employees as exempt or non-exempt from overtime provisions of state and federal labor law. Misclassification can result in significant fines and penalties.

While new minimum wage posters are not yet available at the time of this update, when they are available, you can find them [here](#).

A table with the future NYS minimum wage and minimum weekly salary levels for the Executive and Administrative exemptions schedule can be found on page 11.

**HFM PREVENTION COUNCIL OFFERS TEAM AWARENESS NY TRAINING PROGRAM TO CHAMBER MEMBER BUSINESSES**

Team Awareness NY is a workplace wellness training program designed to increase the overall wellbeing of the workforce and support a healthy work culture.



Team Awareness trainers in our area offer a menu of programs based on the needs of the entire company or even a subset

of the company. The program consists of three individual trainings:

- Empowered Health Consciousness
- Ripple Effect of Wellbeing
- Resilience and Thriving

These trainings can be scheduled in person or virtually to meet the needs of each business.

Team Awareness NY is facilitated by trained behavioral health professionals and is highly interactive, using group discussion, communication exercises, and self-assessments.

**BENEFITS TEAM AWARENESS NY OFFERS**

Team Awareness NY has been shown to increase employee help-seeking for and supervisor responsiveness to workers with substance use struggles. It not only reduces the rate of problem substance use among employees, but also has been proven to improve the workplace’s emotional climate and team culture.

These results are achieved by the trainings:

Promotion of a healthy workplace environment; Promotion of increased communication and support between colleagues; Improvement of knowledge and attitudes around stress, fatigue, anxiety, substance misuse and other mental health concerns in the workplace.

If you’re interested in offering training through the Team Awareness NY program to your colleagues/ employees, please contact: Alicia King, HFM Prevention Council (518) 736-8188 x107



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**FIRST CHOICE FINANCIAL FEDERAL CREDIT UNION CELEBRATES THE RETIREMENT OF PRESIDENT/CEO, BRENDA COON AND APPOINTMENT OF PAUL NASLUND**

First Choice Financial Federal Credit Union has announced Brenda Coon’s retirement effective December



**First Choice Financial Federal Credit Union**

31, 2024, after 24 years at the Credit Union and nine years as President/CEO. Paul Naslund, currently serving as Senior Vice President will succeed Brenda Coon as President/CEO on January 1, 2025.

Brenda began her journey with First Choice Financial Federal Credit Union in October 2000 as a part-time teller, where she quickly demonstrated her dedication, strong work ethic, and aptitude for leadership. Over the years, she progressively advanced through various roles within the organization, gaining valuable experience and contributing to its growth and success. In recognition of her exceptional leadership and contributions, Brenda was appointed to President/CEO in March 2015.

Brenda Coon’s retirement marks the conclusion of a remarkable tenure characterized by strategic leadership and a lasting impact on First Choice Financial Federal Credit Union. Her vision and dedication have been instrumental in shaping the Credit Union into what it is today. Among her notable accomplishments, Brenda developed a Student Scholarship program that has awarded over \$85,000 to local graduates, supporting their pursuit of higher education. She also helped spearhead the creation of a successful School Banking program, which included the installation of an ATM at Broadalbin-Perth High School to promote financial literacy and emphasize the importance of personal finance.

The Credit Union expanded member service through Brenda’s strategic vision with new branch offices in Gloversville Walmart and Vail Mills Subway Plaza. Additionally, she introduced no-fee ATM transactions at various Stewart’s Shops across Fulton and Montgomery Counties. *(continued on page 7)*



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(continued from page 6)

Brenda’s legacy is one of innovation, growth, and an unwavering commitment to serving our communities.

In a seamless transition, Paul Naslund will be named President/CEO in January 2025. A graduate of Johnstown High School and a resident of the area for over 30 years, Paul is deeply familiar with the communities the Credit Union serves. He brings many years of invaluable experience in the credit union industry, having built a distinguished career at First Choice Financial Federal Credit Union since 2007.

Paul began his journey with the Credit Union as a part-time teller while earning his Associate of Arts (AA) at SUNY FMCC and a Bachelor of Science (BS) degree from SUNY Potsdam, returning to the Credit Union fulltime upon graduation. Recognized for his expertise in member service and project management, Paul took on increasing responsibilities, eventually becoming Senior Vice President in 2017. This leadership role provided him with a comprehensive understanding of the Credit Union’s operations. Paul also holds a Master of Business Administration (MBA) from Syracuse University, broadening his business knowledge and leadership skills.



Paul Naslund

“Paul is not only an innovator but a forward-thinker who prioritizes the needs and perspectives of our members. His dedication to providing the products and services that our members both need and deserve reflects our commitment to serving our membership better,” said Melody Burton, Chair of the Board of Directors.

[First Choice Financial Federal Credit Union](#) is grateful for Brenda’s service and wishes her all the best in her well-deserved retirement. The Credit Union remains committed to its strategic direction and is positioned to continue to grow and thrive during this transition and beyond. For more information, visit link in credit union name above, or call (518) 725-3191 (main branch—Gloversville).

## DR. KAREN KRUTCHICK JOINS ST. MARY’S HEALTHCARE – CANAJOHARIE FAMILY HEALTH CENTER

Dr. Karen Krutchick has joined [St. Mary’s Healthcare](#) - Canajoharie Family Health Center. She brings more than a decade of urgent care and family medicine experience, most recently at a primary care practice in Galway.

Dr. Krutchick was drawn to St. Mary’s by the opportunity to practice at a community hospital that welcomes providers’ input on ways to enhance patient care. Her focus is on caring for the whole person and working with patients to achieve their health goals and improve their quality of life.



Dr. Karen Krutchick

“Dr. Krutchick shares St. Mary’s commitment to excellence, compassion, collaboration and continuous quality improvement,” said Jeff Methven, St. Mary’s president and CEO. “Both St. Mary’s and our patients will benefit enormously from having her on our team.”

A graduate of the University at Buffalo, Dr. Krutchick earned her medical degree and completed a family medicine residency at the University at Buffalo School of Medicine and Biomedical Life Sciences. She is board certified in family medicine and is a member of the American Association of Family Physicians and the New York State Academy of Family Physicians.

Dr. Krutchick is accepting new patients. For an appointment, call St. Mary’s Healthcare - Canajoharie Family Health Center at (518) 673-2573.



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[@fultonmontgomeryny.org](mailto:@fultonmontgomeryny.org)

## DANELI PARTNERS OFFERS CONSULTING SERVICES FOR OUR REGION'S BUSINESSES AND ORGANIZATIONS

David Casullo, [Daneli Partners'](#) Founder and CEO, is a member of a family whose roots are at the heart of Little Falls. He was born and bred in the city and married his high school sweetheart. He has brought up his family there. His grandfather's portrait is a fixture in the company's conference room—a reminder of where Daneli Partners has come from.



Dave Casullo

Daneli Partners specializes in Management Consulting services and programs for small, mid-sized, and large businesses. Daneli Partners, employing nine full-time and 6 adjunct staff members, currently counts as its clients businesses of every



410 Canal Place, "The Stone Mill"

size in the Mohawk Valley and Central New York, as well as Fortune 500 and international clients in places as diverse as the United Arab Emirates. Although they have clients all over the world, the company is really interested in central New York and seeing these regions advance. It is the experience they have with working with international clients that helps them, "bring back concepts, ideas and thought leadership to our region. What's happening out there can help our own regions move forward and prosper."

Daneli Partners provides executive coaching, mentoring, and counseling for groups and individuals in businesses, provide programs for a company's highest level of leadership, help with succession, merger and culture issues at a business, helps companies foster their new and existing leaders, provides keynote speeches for corporate events, facilitates board leadership programs and retreats, and also specializes in "Excellence in Education" programs for school boards, school administrators, faculty and students.

Daneli Partners' leadership development programs help individuals and teams clarify what matters, leverage strengths to maximize potential, ignite energy and build culture. Daneli believes that leadership begins by defining what matters to you personally, professionally and aspirationally. Whether you're a student, new leader, seasoned leader, or executive, these leadership development programs will help you become the best leader you can be.

Daneli Partners also specializes in Excellence in Education programs that include grade level/department group trainings, administrative and board retreats, superintendent day workshops, opening day presentations, student strengths journey, athletic and extracurricular programs and more. They have worked with a number of school districts including Little Falls, Brockport, Oswego, Fayetteville-Manlius, and are currently working with Utica Public Schools and their PTECH/CTE programming.

In addition to Daneli Partners, Dave Casullo also owns 410 Canal Place in Little Falls—the building in which Daneli Partners resides. 410 Canal Place, also known as The Stone Mill, also has an events space (The Venue at Stone Mill), the Inn at Stone Mill (9-room inn, complete with conference room and grand lobby), UPS Store, The Café at Stone Mill, and more. There is space available for small businesses to use as incubator space. In addition, Dave owns five UPS Stores in the region (Amsterdam, Syracuse, Rome, Utica, and Little Falls), and is the author of *Leading the High-Energy Culture: What the Best CEOs Do to Create an Atmosphere Where Employees Flourish*. Daneli Partners was named a 2024 Business of the Year by the Herkimer County Chamber Commerce. We are looking forward to seeing Daneli Partners become an active member of our Chamber and helping businesses in our region! To contact Dave or his team at Daneli Partners, call/text Dave at (315) 952-7946 or email [dcasullo@danellipartners.com](mailto:dcasullo@danellipartners.com).

## GREG HITCHCOCK OF PEGASUS DIGITAL MEDIA, WILL JOIN PANEL AT EDUCATION 2.0 CONFERENCE

The Education 2.0 Conference is set to unite changemakers in the education sector, promising fresh insights and perspectives to empower the global learning community. Renowned educationists, EdTech innovators, policymakers, and researchers will gather to reimagine education and seek innovative solutions to global learning challenges. This platform aims to showcase inspiring stories, journeys, and perspectives while fostering networking and collaboration among peers. The event will highlight disruptive technologies and practices shaping the future of education.



Greg Hitchcock

As a panelist discussing 'how to develop high-potential talent' at this prestigious conference, Greg underwent a rigorous assessment focusing on leadership reputation, achievements, professional experience, creative thinking, and decisive leadership. This opportunity allows him to contribute to fostering a more dynamic and equitable educational landscape.

Mark your calendars for the Education 2.0 Conference at the Luxor Hotel in Las Vegas, Nevada, from March 4-6, 2025. Join us in fueling dialogue and driving change to create a better, brighter tomorrow through education.



# FULTON MONTGOMERY CHAMBER'S BUSINESS EXPO

## AND ANNUAL AWARDS PRESENTATIONS

**Thursday, April 3, 2025 - 4:00pm - 6:30pm**

Johnstown Moose #1185, 109 S. Comrie Avenue, Johnstown

### Business Expo

- Promote Your Business to hundreds of potential clients as a Vendor
- Network with other Chamber members
- Explore other regional businesses
- Learn about the Chamber



### Annual Awards Presentation

Enjoy light refreshments while we celebrate and honor the winners in the following award categories:

- Tourism
- Small Business
- Family
- Entrepreneur
- Centennial
- Agricultural
- Young Professional
- Industry



*To nominate yourself or a fellow Chamber member for these awards, please visit [this link](#).*

- **Vendor table fee only \$50** (includes 8 foot table, chairs and lite fare)
- **Chamber members, their employees, and guests FREE to attend**

To register to be a vendor, or to find out about sponsorship opportunities, please download **application [HERE](#)**. Questions? Please call (518) 725-0641 or email [fultonmontgomeryny@gmail.com](mailto:fultonmontgomeryny@gmail.com).

## ROUTE 5S DINER IN FORT PLAIN IS AT THE HEART OF THE COMMUNITY

Olive Lynch, the new owner of the Route 5S Diner, located at 12 Hancock Street in Fort Plain, knows how important her diner is to the Fort Plain community and beyond for over 32 years, and she is determined to continue its tradition of offering homemade, classic country and comfort foods with modern-day conveniences. It is important to Olive that the restaurant continue its tradition of meeting its customers needs. They will also keep their focus on locally-grown food offerings, such as local eggs and dairy products.

For one example, they have expanded their hours to include Friday and Saturday night dinners—and the first weekend they were open, they sold out of their prime rib special! For 2025, look for changes that will support customers and their needs. A delivery service will be offered shortly, with specific delivery, and take out, menus offered. Watch the Diner's Facebook page for updates. Starting this month, breakfast hours will be 7am to 11am, lunch will start at 11am. On dinner nights meals will be available around 3pm.

Their popular main menu will stay the same, but look for new menu items and specials to be offered, a result of ideas from the Diner's cooks and Olive. They will be offering their main stays, but will be offering a lot more variety. If you haven't yet, please try their hand made sausage, and potato chips cooked on site—they are favorites of their customers!

The 5S Diner will be closed from January 1 through 5, when staff will be adding new equipment, and will be undertaking a deep clean everywhere and a kitchen/prep area reorganization. They will also be painting the dining area, and a country theme will be added. They will memorialize the Marilyn Monroe themed decorations with special raffles for this memorabilia with proceeds benefitting local first responder organizations.

Check out their newly updated [website](#) where you can also see their menus. The Diner has also added a POS computer system which will be key to growing the business.

Olive also equates a good team to success in her business. She actively seeks input from everyone on the team as to menu items, and more. Visit 5S Diner online on their FB page or their website (links above) or call (518) 993-5306. Great things are happening at this restaurant and we wish Olive and her team best of luck for 2025!



The Route 5S Diner Team—Owner Olive Lynch is at front, back from left to right: Mona, Justine, Jake, Amy and Roni

## DEGIULIO BROTHERS FLOORING OFFERS FLOORING AND MORE

Brothers Joseph and Michael DeGiulio started their business in 2016 in the commercial realm—offering flooring products, installation and services to the commercial sector. Today, they still offer any commercial install and materials, but have expanded the business to include residential flooring, with “no job too big or too small.” In fact, when you do business with DeGiulio Brothers, you are doing business with their one team—they don't subcontract any of their work. From flooring product sales, to installation and service, you are dealing with one local company. Residentially, they work on homes, camps, and more.

The DeGiulio Brothers' showroom contains a large selection of flooring products in hundreds of different materials and colors. Joseph relates that the company has had a lot of luck with glue down luxury vinyl plank floors as of late—because of the work they do in the region where homes are older. And, glue-down LVP has a lifetime guarantee, which works well for customers. There is also currently great pricing and great quality on these products. They have so far installed these floors in 80+ homes and have not had an issue with them. In their showroom, you can find samples of wood flooring, luxury vinyl plank flooring, carpeting—even outdoor grass carpeting used for putting/chipping greens. You can purchase flooring product from DeGiulio Brothers without contracting with them for installation. Showroom hours are Monday through Wednesday and Friday 10am to 5pm, Thursday until 6pm and Saturday 9am-12pm. They provide free in-home estimates so if you're thinking of new/replacement flooring, contact DeGiulio Brothers today—by phone at (518) 883-7439, or via the [website](#) for email. Their updated website features a room visualizer for seeing how flooring will look in your house/office, and the opportunity to order samples online and ship directly to your home/office.

DeGiulio Brothers Flooring has 5 acres of property at their Route 29 facility, and offer RV and boat storage. In addition, they will be renting RVs starting in Spring 2025. Check out their [Facebook page](#) for updates!



At right: Bob Nelligan (left) and Joseph DeGiulio pose in their showroom. Below—photo of showroom front.



## NEWS YOU CAN USE (continued)

### CORPORATE TRANSPARENCY ACT UPDATE

*On December 26, 2024, the U.S. Court of Appeals for the Fifth Circuit paused the enforcement of the Corporate Transparency Act (CTA), thus pausing the beneficial ownership reporting requirements for U.S. small business owners. This reverses the earlier decision from December 23, 2024, to reinstate the CTA and its reporting requirements. The CTA remains on hold for now while under review. (US Chamber of Commerce)*

*We will keep you updated on this issue, but you can also stay updated at the FinCEN website [here](#).*

We first reported about the Corporate Transparency Act in the February 2024 issue of *Newsline*. The Corporate Transparency Act (CTA) is a federal law that mandates certain businesses to disclose information about their "beneficial owners" - the individuals who ultimately control the company - to the Financial Crimes Enforcement Network (FinCEN), aiming to combat illicit activities like money laundering, terrorist financing, and tax fraud by increasing transparency in corporate ownership.

Key points about the CTA:

*Purpose:* To prevent individuals from hiding behind shell companies to facilitate illegal operations by requiring disclosure of ownership information.

*Who needs to report:* Primarily corporations and limited liability companies (LLCs) formed or registered in the U.S.

*Information required:* Beneficial owners must provide details like name, address, date of birth and identification document number.

*Enforcement agency:* The Financial Crimes Enforcement Network (FinCEN) within the U.S. Department of the Treasury. Get more information about the Corporate Transparency Act [here](#).

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*At right: A table with the future NYS minimum wage and minimum weekly salary levels for the Executive and Administrative exemptions schedule (continued from article on page 5)*

### HEALTH INSURANCE THROUGH ONEDIGITAL—REMINDERS

As we transition from 2024 to 2025, we want to prepare you for change to your health insurance billing process. OneDigital will no longer issue centralized billing nor administer central banking. Instead, the insurance carriers for which you have active enrollment, will bill you directly. OneDigital will continue to provide Chamber member group support including employee advocacy, communication, renewal, and open enrollment support and eligibility maintenance.

Please email all questions to:

Dylan Mather-Richardson,  
[dmatherrichardson@onedigital.com](mailto:dmatherrichardson@onedigital.com)  
 (518) 960 – 6220 ext. 26220

A presentation about how to pay health insurance bills, and more information about health insurance through OneDigital is available [here](#).

### CHAMBER CHAMPION SPONSORSHIP

As we continue to strengthen our community and support for local businesses, we are excited to offer you an exclusive opportunity to take your participation in Chamber programs to the next level with a CHAMBER CHAMPION SPONSORSHIP. As a Chamber Champion, your business will receive myriad benefits, including exclusive branding opportunities across event signage, printed materials and digital promotions, acknowledgement in press releases, social media and event communications, premiere Golf Tournament benefits, and special amenities for you and your team, increased visibility as a leader in supporting the business community, and much more. **For an informational sheet about this opportunity, visit [this link](#), or contact Anne Boles at the Chamber TODAY!**

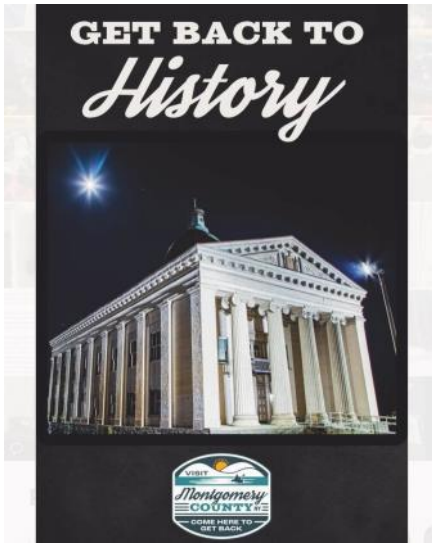
Location	1/1/2024	1/1/2025	1/1/2026	1/1/2027
<b>NYC Employers of all sizes</b>	\$16.00/Hr	\$16.50/Hr	\$17.00/Hr	TBD
Minimum Salary Level (Annualized)	\$1,200/ (Week)	\$1,237.50 (Week) (\$64,350)	\$1,275 (Week) (\$66,300)	TBD
<b>Long Island and Westchester</b>	\$16.00/Hr	\$16.50/Hr	\$17.00/Hr	TBD
Minimum Salary Level (Annualized)	\$1,200/ (Week)	\$1,237.50/ (Week)	\$1,275/(Week) (\$66,300)	TBD
<b>Remainder of the State</b>	\$15.00/Hr	\$15.50/Hr	\$16.00/Hr	TBD
Minimum Salary Level (Annualized)	\$1,125/(Week) (\$58,500)	\$1,162.50/ (Week) (\$60,450)	\$1,200/ (Week)	

# TOURISM NEWS & UPDATES

## MONTGOMERY COUNTY TOURISM NEWS

Our county is home to several sites associated with the American Revolution. Like in other communities, Montgomery County -NY Department of History & Archives is working hard to plan for the 250th commemoration of the war for independence.

Have an idea you'd like to share with the committee? Email it to [tourism@co.montgomery.ny.us](mailto:tourism@co.montgomery.ny.us).



## FULTON COUNTY TOURISM NEWS

518 Concert Series Events at The Glove Theatre in January!

### SATURDAY, JANUARY 18—7pm

Big Sky Country Calling all country music and line dancing fans—Big Sky Country is coming to The Glove! Get ready to have some fun—the



dance floor will be open and great country music will be played! Tickets available [here](#). Part of the 518 Concert Series sponsored by The Perrott Family. \$20 general admission; \$25 table seat.

Check out these other concert events at The Glove in January, all at 7pm:

**Saturday, Jan. 4**—Strange Magic: The ELO Experience

**Friday, Jan. 10**—Luke Pavlus

**Saturday, Jan. 11**—A Celebration of Taylor Swift

**Saturday, Jan. 25**—The TS Ensemble

**Friday, Jan. 31**—Get Zep!

For more information, visit The Glove on [Facebook](#) or on their [website](#).

## WALLEYE CHALLENGE UPDATES

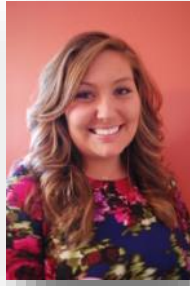
The 16th Walleye Challenge will be held on February 15, 2025 on the Great Sacandaga Lake. Forms have been mailed out and are also available additionally at Fuel-N-Food, 3006 State Highway 30, Gloversville. Tickets are \$60 each and include fishing and entry for a chance to win a door prize (there will be 64) and one side-by-side and two four-wheelers. **Only 1500 tickets will be sold—there are limited spots still available!**

For information on how to sponsor the event, contact Anne Boles, [anneb@fultonmontgomeryny.org](mailto:anneb@fultonmontgomeryny.org)

### THANK YOU TO THE FOLLOWING SPONSORS OF THE 2025 WALLEYE CHALLENGE:



**Nicole Walrath VanAlstyne,**  
 Director of Work-  
 force Development  
 nicolew@  
 fultonmontgom-  
 eryny.org



**Natalie May,**  
 Business & Education  
 Partnership Coord.  
 nataliem@  
 fultonmontgom-  
 eryny.org

**Freshmen Take on Budgeting Challenge at PTECH Workplace Wednesday**

As part of December’s Workplace Wednesday, representatives from [Sidney Federal Credit Union](#) taught PTECH freshmen the importance of creating and sticking to a budget plan. Using Skittles as



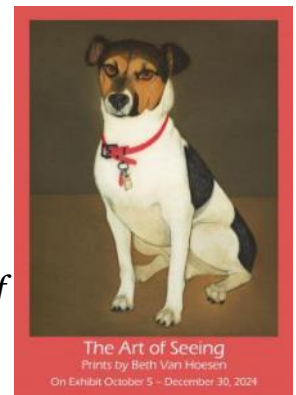
money, students had to prioritize their needs vs. their wants to make sure they didn't run out in the end. Thank you to Cody and Hannah for teaching this important lesson that is so essential to future success.

In the New Year, if you are interested in hosting students for a tour or mentoring professional skills, please sign up at <https://forms.gle/iUoEMfHNwfuyBHCq8>. PTECH’s next Workplace Wednesday will take place on February 12, 2025.

career exploration opportunities to the students of the HFM BOCES region. Attendees will include select students from HFM component schools and currently enrolled in the CTE New Visions Health and Medical Assisting. We are looking for healthcare industry partners to participate in the panel discussion and in personalized, small group conversations with students looking to enter healthcare and medical professions. To sign up please visit <https://forms.gle/UPsK7JKHzG5oYdzq7> or contact Nicole Walrath-VanAlstyne at [nwalrath@hfmboces.org](mailto:nwalrath@hfmboces.org).

**OESJ Students Tour Arkell Museum**

Students in the Illustration and Sculpture class at OESJ High School, toured the Arkell Museum in Canajoharie on December 12. Students observed the current exhibitions including *The Art of Seeing: Prints by Beth Van Hoesen, American Art From the Arkell Museum: The Role of the Macbeth Gallery in Shaping the Collection, The Walkway & Memorial Garden and Arkell’s Inspiration: Art for the People*. Visual Arts is one of the Pathway Programs at OESJ, where students can gain real-



world opportunities such as workplace and other tours like this one.



**Wed., January 15, 2025 • 9:30-11:00am**  
 HFM Career and Technical Center  
 2755 State Highway 67, Johnstown (East Entrance)

Join us on Wednesday, January 15, 2025, from 9:30-11am for Healthcare Conversations at HFM BOCES Career & Technical Center (2755 State Hwy 67, Johnstown). In our efforts of supporting regional economic growth and workforce development, HFM Career & Technical Education and the Fulton Montgomery Regional Chamber of Commerce have placed a priority on providing meaningful and robust

# 5% BACK TO YOUR SCHOOL'S SPORTS PROGRAMS



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**CALL/TEXT 518.348.9000**

**518RedDragon.com**

**117 Van Rd Gloversville**

## GET INVOLVED WITH **YOUR** CHAMBER

All events offer **FREE** admission for Chamber members and their employees.

Unless otherwise indicated (highlighted), please RSVP to (518) 725-0641 or email [fultonmontgomeryny@gmail.com](mailto:fultonmontgomeryny@gmail.com).

### **Friday, January 10**

Registration at 7:30am; Breakfast Buffet at 8:00am.  
Presentations begin at 8:30am

#### **GOVERNMENTAL AFFAIRS COMMITTEE LEGISLATIVE BREAKFAST**

[HFM BOCES Conference Center](#), 2755 State Highway 67, Johnstown.

Your NYS elected officials will be answering your questions and discussing pertinent issues pertaining to our businesses and our region. \$25 per person for breakfast buffet prepared by HFM BOCES CTE Culinary Students.

### **Thursday, January 16 5pm to 7pm** **CHAMBER'S NEW YEAR BUSINESS AFTER HOURS AT [THE ECCENTRIC CLUB](#),**

109 N. Main Street, Gloversville

Celebrate the holidays and the New Year and join us for our first Business After Hours at The Eccentric Club. Megabites Catering will be providing some delicious lite fare for the event.

### **Thursday, April 3 4pm-6:30pm** **BUSINESS EXPO AND CHAMBER AWARDS PRESENTATION, [Johnstown](#)**

[Moose Club #1185](#), 109 S. Comrie Avenue, Johnstown

There are opportunities for sponsorship, for tabling to display/talk about all your business has to offer, and to attend to see the Chamber Award winners and presentation, and to network with dozens of fellow members. Watch your email blasts for information as it becomes available, or email [anneb@fultonmontgomeryny.org](mailto:anneb@fultonmontgomeryny.org) for sponsorship opportunities, or to sign up to display. Application for Chamber member businesses to display at the event and sponsorship information can be found [here](#).

**NATHAN LITTAUER**  
Primary/Specialty Care Centers

(518) 725-8621  
nlh.org

**We're here for all your care needs.**

**THE WOMEN'S HEALTH TEAM**

The advertisement features a group photo of ten healthcare professionals, including men and women of various ethnicities, all wearing white lab coats. The text is in a clean, sans-serif font, with the main slogan in a larger, bold, green font. A QR code is located in the top right corner.

### **CHAMBER IS SEARCHING FOR MEMBERSHIP DIRECTOR**

Summary of Role: The Director of Membership and Community Outreach is the primary lead in growing and retaining membership by introducing businesses to the value of joining the organization and building strong relationships with current members to support retention efforts. This position is responsible for recruiting new Chamber members, strengthening relationships with current members, cultivating relationships, and increasing membership retention. Other responsibilities include developing marketing collateral to help promote the chamber, members, and events, assist in securing chamber sponsorships and encourage participation at all chamber events.

We are looking for someone to fill the position who can work 32 hours/week, with an hourly wage plus ad sales commissions. Potential to go to full-time after 6 months of employment. **For full Job Description, follow [this link](#).** Questions? Please reach out to Anne Boles.



# NEW HYDROPONICS LAB OPEN HOUSE

SUNY FMCC invites the community to explore our brand new Hydroponics Lab, paid for by a SUNY Cannabis Hub grant, and built by SUNY FMCC instructors and students.

Ever wanted to work in horticulture or cannabis cultivation? Meet our instructors and see our growing space!

Registration is required as space is limited.

 **Tuesday, January 7th**

 **4 pm - 5 pm**

 **O'Connell Hall, C133**



**REGISTER  
NOW!**







**OFFICIAL MEETING NOTICE**

Annual Meeting of The Fulton Montgomery Regional Chamber of Commerce

Thursday, January 9, 2025 at 8:00AM

LOCATION: Fulton Montgomery Community College, Allen House

2805 State Highway 67 Johnstown, NY 12095

*If you are unable to attend the meeting, please vote and return this ballot to the Chamber by close of business on Monday, January 6, 2025 THANK YOU!*

**Officers Nominated for 2025:**

Geoffrey W. Peck	Chair	Nathan Littauer Hospital and Nursing Home
Jeffrey Methven	Vice Chair	St. Mary's Healthcare
Carl Marucci	Secretary	Community Bank
David Jankowski	Treasurer	Joley Re Holding Corp.

**Existing Directors**

**Term Expires**

Janet Stanley	Lee's Shops at Wagner Square	January, 2026
Colleen Ioele-DeCristofaro	Howard Hanna Real Estate	January, 2026
Ryan Heck	Alpin Haus	January, 2026
Mike Schaus	THNK Tank Media, Inc.	January, 2026
Janine Dykeman	Mental Health Association in Fulton & Montgomery Counties, Inc.	January, 2027
Ashley Delaney	The Wesson Group, LLC	January, 2027
Peter Lawrence	The Family Counseling Center	January, 2027
Seth Brown	Brown's Ford	January, 2027
Ashley Capobianco	Townsend Leather Company, Inc.	January, 2027
Elizabeth Bridge	Liberty ARC	January, 2028

**New Directors**

**Term Expires**

Ryan Faville	Stewarts Shops	January, 2028
Matthew Ossenfort	Gallagher Insurance	January, 2028
Michael DiMezza	HFM Career & Technical Education	January, 2028
Christie Davis	SUNY Fulton-Montgomery	January, 2028

**Write-In Candidates:**

\_\_\_\_\_ Yes, I accept the slate of officers and board nominations as presented.

\_\_\_\_\_ No, I do not accept the slate of officers and board nominations as presented.

Signature: \_\_\_\_\_ Company: \_\_\_\_\_

Print Name: \_\_\_\_\_ Date: \_\_\_\_\_

***If you are unable to attend the meeting, you may submit your proxy by signing and returning this form by January 6, 2025.***

*One vote per Chamber member in good standing. Absence of response will be considered an approval.*

*Email to [info@fultonmontgomeryny.org](mailto:info@fultonmontgomeryny.org); fax to (518) 725-0643 or mail to 2 N. Main St., Gloversville, NY 12078*