

Entrepreneur Forum Off and Running for 2013

The first of the Council's three Entrepreneur Forums for 2013 is set for Wednesday, Feb. 6, from 5:20 pm to 8:30 pm at FIRST headquarters, located at 200 Bedford Street, Manchester, NH. Presenting at the Forum will be two New Hampshire companies: Rapid Insight and Nearby Registry. The Forum includes a cocktail and networking hour followed by presentations from these featured businesses in front of an industry-specific guest panel and audience. In addition, Forum events feature a "sky dive" pitch from an early stage, nonprofit, or student-driven organization focusing on a specific challenge or opportunity they are facing.

Rapid Insight Inc. is a leading provider of business intelligence and automated predictive analytics software. With a focus on ease of use and efficiency, Rapid Insight products enable users to turn their raw data into actionable information. The company's analytic software simplifies the extraction and analysis of data, enabling clients ranging from small businesses to Fortune 500 companies to fully utilize their information for data-driven decision making. Founded in 2002 in Conway, New Hampshire, Rapid Insight is a privately held company with clients and partners across the nation.

Nearby Registry was founded in 2011 by Allison Grappone in Bow, NH. Nearby Registry is an online e-commerce and gift registry service for local, independently run retail merchants, service providers, and nonprofits. Nearbyregistry.com opens up the \$13 billion gift registry market to independently operated businesses and nonprofits. They will be able to collectively connect to registrants seeking gifts not available through traditional gift registries: ski passes, original artwork, unique home goods, memberships to museums, items from Main Street stores, nonprofit donations, etc.

Attendance to the Entrepreneur Forum is limited. The cost for the event is \$25 for Council members, \$35 for non-members, and \$10 for students. Register at NHHTC.org. ■

Welcome to our 30th Year!

The NH High Tech Council celebrates its 30th year of operation in 2013, serving New Hampshire's businesses and entrepreneurs since its start in 1983.

The Council was founded by Gene Scribner, then CEO of C.I.M. Industries, Inc. of Peterborough, NH, a company focused on the development of high performance coatings, lining, and waterproofing systems.



Tom Daly,
NHHTC Chairman

Gene brought together a cohort of New Hampshire business leaders to exchange tech war stories, to trade ideas, and to share best practices. When the first Entrepreneur of the Year event launched in 1988, the Council began down its path to becoming the largest collective voice of the technology industry in New Hampshire.

When I joined the Board of Directors in 2007, the Council had just announced its commitment to furthering its educational efforts as its number one priority in New Hampshire and I joined the Education Committee along with Matt Cookson. I was honored to participate in the Governor's Task Force for the Retention of Young Workers, a group responsible for forming the structure behind Stay Work Play New Hampshire, a 501(c)3

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Thank you to our 2013 Corporate Sponsor Program participants





NH Legislature Back in Session – Early Issues

Fred Kocher, NHHTC President

While a politically changed NH Legislature is at work at the State House in Concord, most of the key issues before it are familiar – budget deficit, education funding, Medicaid expansion, right to work, casino gambling, etc. But, the votes on some of those issues will likely be different than last session because of the flip in the makeup of the NH House where Democrats are now in a comfortable majority and Republicans have lost control of the agenda – and because of a political re-balancing in the NH Senate with Republicans enjoying just a slight majority. Also part of the new political atmosphere is a new governor who has her own agenda that is beginning to emerge.

Here are some of the issues of interest, not only to the NHHTC, but also to the business community in general:

Budget

The overriding issue that colors all others is the budget. State revenues are expected to be below the \$3 billion level of the last budget. Already, the legislative budget assistant, Jeff Pattison, has told legislators that they start the budget process with a \$25 million revenue shortfall. Governor Hassan has asked state agency heads to send operating budget requests for 2014 that are 3% below those for 2013. And, State Treasurer Catherine Provencher has urged the House Public Works and Highways Committee to limit the capital budget with a \$125 million cap, despite early requests that are already in excess of \$240 million.

Taxes

The hot tax issue that has already surfaced is a proposal to increase the gasoline tax by 5 cents to help pay for infrastructure costs. This would raise an estimated \$40 million. There is also a move to reverse the 10-cent decrease in the cigarette tax approved last session, and still another to increase it on top of that. In a tax issue of interest to the technology community, the NH Senate Ways and Means Committee unanimously voted on Jan. 22 to approve Senate Bill 1 which raises the \$1 million cap on the R&D tax credit to \$2 million, but with a \$50 thousand cap for any individual company. It applies as a credit against both the Business Profits Tax and the Business Enterprise Tax. And....State Senator Andy Sanborn, who chairs the Senate Commerce Committee, is sponsoring a bill to reduce the Business Profits Tax and the Business Enterprise Tax, although he quickly acknowledges that it will depend on the projection of revenues over the next two years.

Gambling

It appears that casino gambling will have a better shot this legislative session. Senators Chuck Morse (R) and Lou D'Allesandro (D) have a bill to create one large casino in the southern part of the state – possibly Rockingham Park in Salem – that would bring the state 25% of the casino's revenues after an up-front license fee of \$80 million. There would be a state government commission to regulate the casino. Governor Hassan has indicated support for one, well-regulated casino in the southern part of the state.

Health Insurance

There will be a NH Department of Insurance bill to change state law to conform to the federal Affordable Care Act (ACA) where it involves the regulation of health care plans of small businesses and individuals. The Insurance Department explains that the state can't offer less protection than the federal government floor. The ACA requires that insurers accept everybody. Reportedly, there will be a companion bill in the NH Legislature to use a reinsurance mechanism to soften any rate increases.

Education

A new student scholarship program will be proposed this session. No dollar figures are available, but the scholarship money would be for NH residents who currently qualify for in-state tuition at schools in the University System of NH and the Community College System of NH. Students would need a 3.0 grade point average and have an SAT score above the national average. The grants would not be based on financial need, would be for full-time students with a B average, and would be available for four years of undergraduate study.

Right-To-Work

It didn't pass the Republican-controlled NH House last session, and it's highly likely that it won't pass the current Democrat-controlled NH House this session, although former Speaker Bill O'Brien is bringing the issue back for a vote.

Medicaid Expansion

NH has to decide whether or not to expand its Medicaid program under the federal Affordable Care Act (ACA). If the Legislature decides to expand, the number of uninsured residents would reportedly decline from about 170,000 to 71,000, and healthcare providers could see significant additional funds in public and private dollars under the federal act. A

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Besides serving as President of the Council, Fred Kocher is also the host of "NH's Business" on WMUR-TV.

nonprofit dedicated to further the work of USNH's 55% Initiative, and to support and advance the recommendations made by the Task Force. For the last five years, this group has put its mark on New Hampshire, shouting from the rooftops to our graduates that NH is a great place to Stay, Work, and Play.

In 2013, I cannot say that our goals have significantly changed—describing the Council's core value in one word is simple: prosperity. We focus on making sure that New Hampshire is business friendly, attracting and retaining a well-educated, employable workforce, and connecting our members to one another with opportunities to network, communicate, and exchange ideas. We strongly believe that these efforts are the ethos of what makes our organization relevant and impactful.

As I mentioned in my last newsletter article, the Council's Board of Directors has been diligently working to plan our year of outreach, activities, and events. Our calendar is filling up, becoming so full that we'll be working to fine tune our email communications to members so that we're not overwhelming your inboxes with event notices. We will also continue to turn to social media on Twitter and Facebook to help get the message out about our programs. Now well over 232 members strong, connecting with 15,000+ employee-members, the Council continues to be the voice of technology and innovation in New Hampshire.

Of particular excitement for this year, we will hold our 25th annual Entrepreneur of the Year celebration the evening of Monday, May 6th. The event committee has been working diligently on the program for this year, and like our revamped Product of the Year celebration of 2012, attendees can expect a different spin on events this year! The good news is that you don't have to wait until May to get involved with the Council. Our first event of the year, the Entrepreneur Forum, takes place on February 6th, followed by a meeting of our Software Forum on March 7th.

We hope that you are just as excited as we are for 2013. We look forward to connecting with you at our events and programs! ■

Save the Date: Silver Anniversary for Entrepreneur of the Year!

It's hard to believe but 2013 marks the 25th year of the Entrepreneur of the Year (EOY) Award! This year's reception will be held Monday, May 6.

The EOY program honors individuals who have made significant contributions toward the advancement of technology-based businesses in New Hampshire. Applications are solicited through universities, corporations, attorneys, bankers, venture capitalists, and entrepreneurs. Any founder, owner, or manager of a business in New Hampshire who successfully organized, developed, or managed a technology-based concept into a commercial product or service is eligible. Links to the 2013 application will be available on the Council website soon.

Since its start in 1988, the EOY has recognized more than 60 New Hampshire entrepreneurs for demonstrating leadership, ingenuity and innovation in the technology sector. ■

**NH HIGH TECH
COUNCIL**
Entrepreneur of the Year

Recruitment Planning in the High Tech Sector — Foreign National Workers and the H-1B Visa

Mona T. Movafaghi is the Chair of the Immigration Practice Group

The holidays are over and many companies are making plans to recruit new hires. For high tech companies this often means looking at university on-campus recruitment to find students with undergraduate or graduate degrees in science, technology, engineering or math (STEM). The statistics will bear out that a large percentage of graduate students in the STEM subjects are foreign nationals. Stuart Anderson wrote in the September/October 2010 issue of International Educator that foreign nationals “make up 65 percent, 64 percent and 56 percent, respectively, of PhDs in computer science, engineering, and physics.” That means that foreign nationals may be among the most qualified candidates for high tech positions in your company.

Hiring foreign workers requires some knowledge of the immigration regulations as well as the processes associated with visa procurement. It also requires planning so the new hire will be able to maintain lawful status during the entire period of employment. Foreign nationals may come to your attention in a variety of statuses. If you recruit at colleges and universities, you will primarily encounter F-1 students. If the student is completing a program, the USCIS grants the student one year of Optional Practical Training (OPT) when the student can work for an employer with an Employment Authorization Document (EAD). If the student has graduated in a STEM subject and the company participates in E-Verify, the student may be eligible to apply for an additional 17 months of EAD. Once the validity period of EAD expires, the company must petition the US Citizenship and Immigration Service for a visa in order for the foreign national to continue working at the company.

There are several visa types that allow companies to employ foreign nationals, but by far the best known

and most widely used is the H-1B visa. I focus on the H-1B visa as it is now the “H-1B season” so to speak. For private, for-profit companies, there are 65,000 H-1B visas available for all qualified workers and an additional 20,000 for foreign nationals that have graduated from master’s level or higher programs in the USA. Those visas are available on October 1, the first day of the fiscal year for the government. The USCIS regulations allow for a company to petition for an H-1B visa six months ahead of visa availability. That means that on April 1, an employer may file for an H-1B visa that will be available on October 1. This is critical for planning because these visas become scarce and do not last throughout the entire fiscal year. For Fiscal Year 2013 (October 1, 2012 to September 30, 2013) companies began filing for FY2013 H-1B visas on April 1, 2012 and the entire quota was exhausted in early June 2012. Thus, before the fiscal year even started, the quota of visas was gone. This year it is anticipated that the visas will be gone even sooner. Thus, if you plan to hire H-1B workers who need a first time H-1B visa, plan early and file early.

If a company hires a person who already has an H-1B visa counted under the fiscal year allotment (cap-counted), then the company does not need to get into the race for new H-1B visas. The company then petitions to “transfer” the H-1B visa to its company. The race is only for the new H-1B visas. There are several other visa types that a foreign national may have that would require filing for a new H-1B visa, so it is important to carefully review the status of the individual and make plans accordingly. Strict compliance with the immigration laws and regulations is critical both to keep the company in compliance as well as keeping the foreign national employee in status. Just note, there are different rules that apply to some not-for-profit organizations. ■

Maximize Your 2013 Membership!

Start off 2013 by making the most of your Council membership. Some companies and their employees aren’t aware of the many benefits that come with a Council membership. If you haven’t already, take a moment to update the contacts on your Council profile or add to the list of contacts. Consider sharing your human resources administrator’s information. HR is a great channel for keeping employees of member companies up to date about benefits extended to them through your corporate membership. For example, many employees might not be aware that their dependents may be eligible to apply for the KocherTech Scholarships (see p. 5), or that they can attend Council events at the discounted membership rate! There’s also the M2M X-Change discount program open to participating members.

Remember, your company membership is just that – a company membership! Why not extend your privileges to those who help keep your business moving? And don’t forget the Council’s Corporate Sponsorship Program which includes a complimentary Council membership and our new Member 2 Member discount program! ■

Kocher Tech Scholarship Applications Accepted Beginning February 1 — Some Students May Be Eligible for \$4K Awards!

The time for the KocherTech Scholarship application process is upon us! Each year the Council awards up to six \$2,000 scholarships to dependents of employees of Council member companies. Due to new partnerships and grant funds, the Council expects to award up to nine scholarships in 2013 and double the value of those scholarships.

At the end of 2012, the KocherTech Scholarships announced an exciting addition to the program: beginning in spring 2013, the Scholarships awarded will be matched by the NH public college and public university systems for those students attending a University System of New Hampshire (USNH) or Community College System of New Hampshire (CCSNH) participating institution. This includes all seven community colleges, the University of New Hampshire, Plymouth State University, Keene State College, and Granite State College. As a result, recipients will now receive \$4,000 scholarships to pursue degrees in tech-related fields.

In addition, the Kocher Scholarship program was the recipient of a \$5,000 grant from CompTIA, a national organization that has been very supportive of tech councils across the country. This grant, which was awarded directly to the New Hampshire Charitable Foundation (NHCF), will support at least two additional scholarships. The NHCF administers the scholarship program on behalf of the Council.

To be eligible, students must attend one of New Hampshire's two- or four-year colleges or universities. They must pursue a degree in a science, technology, engineering, or math-related field (STEM), maintain a 3.0 grade point average, and participate in an internship program during their years of study.

Applications will be accepted from February 1 through April 1, 2013. Once the application period opens, a link to the application can be found on the Council website or directly on the NHCF website. Questions regarding the scholarships and/or how to donate to support additional scholarships can be directed to the Council at 603-935-8915 or info@NHHTC.org. ■

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HAYES SOLOWAY P.C. is a law firm specializing in all aspects of intellectual property law, with offices in Manchester, New Hampshire and Tucson, Arizona. Our firm is currently celebrating twenty-five years of assisting clients in protecting their nationwide and worldwide intellectual property rights. Our worldwide client base ranges from individuals and small startup companies to large multinational corporations, universities, hospitals and government agencies. Our practice includes procurement and protection of patents, trademarks, and copyrights in the United States and abroad, as well as licensing, litigation, and counseling in the areas of patents, trademarks, copyrights and trade secrets. The firm is sized to take advantage of efficient and superior internal communications and organization. Teamwork, value, and efficiency are our standards.

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In Praise of a True Entrepreneur

By Marc Sedam, Executive Director, Office for Research Partnerships and Commercialization, and New Hampshire Innovation Research Center at the University of New Hampshire

It is no exaggeration to say that my first meeting with Mark Galvin was a memorable one. We sat at the “window seat” in Breaking New Grounds in Durham and talked about the challenges and opportunities in commercializing technologies out of UNH. Mark had recently started the New Hampshire Innovation Commercialization Center (NHICC) in collaboration with UNH and had a keen interest in seeing more output from the University. Mark was the one who brought the NH-ICC concept to the University. Over many breakfasts with Jan Nisbet, senior vice provost for research, Mark argued that UNH could do more. He encouraged us to move faster, take some risks, and support our entrepreneurial community. Mark also was the leader of the effort to promote the legislation and the funds that are now referred to as the Granite Fund. I left that meeting as impressed with Mark as I was with the University’s orthogonal thinking in working with a true entrepreneur and was convinced that New Hampshire was the place to be.

Since my arrival in Durham, I’ve worked with Mark in myriad ways: co-instructors, startup licenses negotiators, panelists, roles with the ICC (mine as ex-officio Board member), sparring partners, and as friends. Mark recently resigned from the NHICC to take a position with Regaalo—a company started with UNH students that Mark himself recruited to work on the problem of social gifting in the college environment. In light of that change, I’d like to take the time here to thank Mark for all that he’s done and probably will do again.

Thanks for sharing both your time and experience. There are few people with whom I’ve spent more time over the past two years and I’ve enjoyed the lot of it.

While we haven’t always agreed, the common ground was always far more prevalent than we thought.

Thank you for being passionate about starting companies. I have not met many people whose sole objective is to build high-growth companies and fewer still who have done that successfully, not once but four times.

Thank you for being an enemy to orthodoxy and the status quo. I have learned a great deal from your willingness to challenge people and institutions to do better and to do more. And in response I have worked hard to keep my part of UNH moving at the speed of business.

Thanks for the stories. The only thing I like better than telling a good story is hearing someone tell a better one.

And thanks for your vision. Selling the concept of the ICC to UNH was the first step in a continuum that has brought the University to new records for disclosures received, licensing revenue, startup formation, patents filed, and licenses executed.

Ideally, both organizations and people morph and grow over time. As the NHICC moves to its next stage it will invariably change a little, grow a little, and always look to meet the needs of its resident companies and the broader needs of the state of New Hampshire and its flagship research university.

I’ll offer one final note of thanks and inspiration. Your return to the startup world reminds me to keep pushing, keep moving, and keep improving because (we hope!) innovations never stop and new beginnings are only a good idea away. ■

Fred Kocher — Continued from Page 2

report from the state’s consultant, the Lewin Group, says the state’s cost of \$85 million to expand Medicaid would be offset, so the state would incur a net cost of \$18 million.

Governor Hassan Priorities

Governor Maggie Hassan’s inaugural speech to the NH Legislature gave us a preview of some of her priorities. Of particular interest to the NHHTC: the Governor said she has an ambitious goal of doubling the number of STEM students that graduate by 2025. She also touted the creation of new technologies in NH and said she supports doubling the research and

development tax credit. Governor Hassan also said she wants NH to be a leader in exports and promised to help NH businesses sell their products around the globe. The governor has made it known that she supports a strong international trade function at the NH Department of Resources and Economic Development. She also calls the state support for public education “short-sighted” and said we must “reverse course.” She wants the University System of NH to increase the number of NH students admitted to state colleges and universities and to freeze in-state tuition. ■

Why the Mayan Calendar Really Ends on March 16, 2013

by J. C. Villar, Esq., a patent attorney practicing in New Hampshire, currently studying the new patent law at Franklin Pierce



The final and scariest provisions of the Leahy-Smith America Invents Act (AIA) go into effect on March 16, 2013, namely the provisions converting America from a first-to-invent into a first-to-file patent system and bringing to an end the era of the Patent Act of 1952. You might think that the race to file first doesn't begin until March 16, but actually the starting gun fired when the act was signed into law over a year ago, September 16, 2011.

Under the current law, it's the inventor who first (a) conceives and (b) reduces to practice who wins the patent, the so-called first-to-invent system. Hence, if the Patent Office finds that a recently filed patent application has claims overlapping those of an application already pending, then an interference is declared and the matter goes up to the Board of Patent Appeals and Interferences for an interference proceeding. Just as in a trial, there is evidence subpoenaed, testimony taken, arguments heard, and incredible sums of money spent. Statistics indicate the little guy loses against the big companies at odds of about 1:349. What a shocker.

Starting March 16, we go to a first-to-file system, wherein the law only cares who gets to the Patent Office first. So this solves all our problems, right? Of course not. Under the new law, you may arrive at the Patent Office to find someone beat you to it. You've been robbed. Or maybe not. Maybe you sent diagrams to the wrong email address or your kid posted them on Facebook and somebody saw them, liked it and filed an application on it. Or maybe you've got a disgruntled employee problem on your hands. . . .

Under the new first-to-file system, the consequences of loose lips can be much worse than anything seen before and every day that goes by without filing is another chance that some disclosure out there, anywhere, will become public and kill your chances of ever obtaining a patent.

Your only recourse in the face of this disaster is the new stripped-down version of the interference proceeding, the derivation proceeding. Like the interference, the derivation looks to see who the first inventor is, but it is not enough to prove you invented it first; you also have to prove the other guy got his idea from you, directly or indirectly. Derivation proceedings will be far tougher to prove, and far more expensive to litigate than interference proceedings. The best way to avoid a derivation proceeding is to get your patent application filed by March 15.

To see the problem, consider this fact pattern:

"ALPHA is the first to file a patent. BETA files after ALPHA, but BETA has proof that she invented before ALPHA, although no evidence that ALPHA derived his invention from BETA."

Here's the quiz:

1. Who gets the patent if ALPHA and BETA both file before March 16, 2013? (Ans.: BETA, after an interference proceeding)
2. Who gets the patent if ALPHA and BETA both file on or after March 16, 2013? (Ans.: ALPHA, he's the first to file)
3. Who gets the patent if ALPHA files on March 15, 2013, and BETA files on March 16, 2013?

That last question's a little tricky, isn't it? ALPHA's application falls under the law of first-to-invent, BETA's under first-to-file. Under the old law, ALPHA has no right to the invention. So which law is applied, the old or the new?

The answer is resolved by understanding how these conflicts are triggered. There is no conflict until triggered by the filing of the later patent application. Here, BETA triggers the conflict when she files under first-to-file law. At this point, there is no interference proceeding to be triggered, because that provision of law no longer exists for her, only for ALPHA. BETA's only recourse is a derivation proceeding, but she has no evidence to work with. (Ans.: ALPHA)

Notice that filing before March 16 wins in two of the three scenarios. The race is on, so run, don't walk, to the PTO. The End is near. . . . ■

NHHTC Website Photos Needed!

We've launched our website with a fresh, new look, as well as new features, designed to increase engagement and improve navigation. We also want the website to reflect what our members do. As a result, we are regularly looking for photos of member companies in action. If you have quality images you would like to share that demonstrate your technology or service, please send them to info@NHHTC.org.

Welcome to Our New Members

TurnRight Advice Solutions, Inc.

11 Alexis Lane, Hampton Falls, NH 03844
Robert Phillips, 617-899-1252, turnright.com
TurnRight connects college students with real world career opportunities. Launched in New Hampshire in August 2012, TurnRight is helping students to find alumni and professional mentors in their desired field, ask career-oriented questions and search for job and internship opportunities.

The Echo Group

P.O. Box 2150, Conway, NH 03818
Debbie Angelico, 603-447-8600, echoman.com
The Echo Group has developed and supported electronic health record and billing software specifically created for the needs of behavioral health and human services organizations for almost 30 years. Echo's Behavioral Healthcare Software creates better organizations with electronic clinical records.

Drummond Woodsum

100 International Dr., Ste 340, Portsmouth, NH 03801
Mona Movafaghi, 603-433-5384, dwmlaw.com
Drummond Woodsum has offices in Portland, Maine and Portsmouth, New Hampshire and is one of New England's premier regional law firms. Our attorneys and consultants provide a full spectrum of legal and consulting services for our clients throughout Northern New England and the world.

Preceptia

66 Naticook Road, Merrimack, NH 03054
Richard Smith, 603-913-5993, Consultant

Red Sky Alliance

P. O. Box 429, Wilton, NH 03086
Jeffery Stutzman, 603-930-2222, redskyalliance.org
Red Sky Alliance is a real-time private cyber neighborhood watch, and when needed, an out of band war room. Inside a private portal, members share information about current advanced threats and assist each other with analysis, best practice, and preventing future attacks.

Ambix

71 Hobbs Street, Suite 104, Conway, NH 03818
Melissa Florio, 603-452-5247, ambixllc.com
Ambix is a full-service product development and contract manufacturing company delivering start-to-finish product solutions to diverse clients. Taking concepts to reality is our focus backed by years of experience in plastics engineering, materials science and industrial design.

RSterry Consulting

250 Commercial St., Ste. 3005-DI
Manchester, NH 03101
Richard Sterry, 603-206-5845, wsiproemarketing.com
Online Marketing Consulting specializing in Search Engine Optimization, Mobile Site development, Social Media optimization and online marketing campaigns.

TriNet

5 White Oak Lane, Derry, NH 03038
Michelle Zabriskie, 603-553-7239, trinet.com
Provide HR Outsourcing for small to medium size companies. By aggregating our 100,000 employees we are able to provide significant savings in employee costs and streamline HR.

Member News

Board member Bob Good reports that **Good Leads** was the recipient of a U.S. SBA STEP grant to attend Futurallia Istanbul 2013 being held in June 2013. The program, administered by the NH DRED, is intended to facilitate trade and exports from NH.

The **abi Hub** is hosting a contest in which New England-based startups can send a 3-5 minute video telling why they should go to LAUNCH Festival in San Francisco in March. A local panel of judges will pick a winner and a runner-up and Dyn will pay their flight, accommodations and tickets to the festival. The winner also gets a 30-minute meeting with Jason Calacanis, legendary Silicon Valley entrepreneur and angel investor. Complete details can be found here: dyn.com/launch.

Congratulations to **Mainstay Technologies** who, in addition to their office in Manchester, recently moved into their new headquarters in Belmont. Mainstay provides the services of a full IT team

to businesses, nonprofits, and municipalities throughout northern New England, and their new facility has ample space to house their growing team of IT professionals. More info can be found at mstech.com.

Looking to CRUSH your competition in 2013? **Vital Growth** is starting its second CEO Growth Forum group. For more information visit vitalgrowthllc.com or call Don Sweet at 603-766-4926.

Itaconix was chosen as one of the top 10 emerging technology companies in 2012 by Lux Research with Bio-based Materials and Chemicals. With a low-capex, low-opex process expanding to 5,000 MT/year to produce itaconic acid polymers for chemical intermediates, binders, and super-absorbents, Itaconix is one of the few bio-based chemical companies we expect to run in the black in 2013.

Job Postings

The New Hampshire Innovation Commercialization Center (NH-ICC) is conducting a search for an Executive Director. The Executive Director is responsible for the effective leadership and management of NH-ICC with responsibility for directing the Center's activities and affairs and ensuring consistent achievement of the organization's mission and strategic objectives. Reporting to the Board of Directors, the position requires an individual with the drive, intellect and professional presence to support and promote business incubation/acceleration in New Hampshire.
www.mainstaypartners.com

WWPass looking to fill many positions now; 2 Pre/Post SE, 2 Implementation, Service Desk, Development, Marketing, Biz Dev and more. Email resume to careers@wwpass.com or call 603-836-4932.

Dynamic Benchmarking is seeking an ambitious web developer who would like to join a small team, telecommute, work independently, and solve interesting and challenging problems in a dynamic and fast-paced environment. Our software stack utilizes jQuery, C# (ASP.NET), IIS, and SQL Server—so C#.NET experience is required. For more information: www.dynamicbenchmarking.com/node/127

Mosaic is looking for two awesome software engineers to join our hot startup. Mosaic helps passionate serious photographers enjoy their photography more. We are a fast growing, lean, agile, funded startup with big dreams. Be an early key team member. Java EE / HTML5. www.mosaicarchive.com.

TurnRight.com invites NHHTC members to join our "100 NH Internships in 100 Days" campaign. TurnRight will find your business a great intern this winter/spring — and nonprofits are free. Learn more at www.turnright.com/nhinternships.

FuturePlus Systems Corporation is hiring! Senior Marketing and Sales Manager
Technical Marketing and Sales leader to be part of our small but profitable team. Electrical engineering background a must along with innovative marketing experience. Interested? See our web site at www.futureplus.com/working-at-futureplus-systems.html

Simbex, www.simbex.com — A research & product development company specializing in the areas of injury prevention, mobility & rehabilitation is currently seeking:

Senior Software & IT Engineer
Systems Integration Engineer

Nanocomp Technologies is launching a search for a full time CFO. The CFO will be located in our new Merrimack, NH facility. In the past year, Nanocomp has raised about \$15 million and brought DuPont on as a major investor. The company is the recipient of a DOD Title III grant which will enable us to further expand in our present location. We are looking for a CFO who has experience in fast growth manufacturing companies, preferably within the materials industry. The CFO would lead a department which has a controller in place with strong government accounting skills, as well as a cost accountant and other support staff. Nanocomp recently implemented an ERP system designed to support its projected growth. For more information, contact Janyes Lemons at jlemons@nanocomptech.com

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