



## TECHNO GOLF



Golf is a game of rules, etiquette and precision. For some, it is a passion, for others, a frustration; and for most, a passionate frustration. Regardless of skill level, every golfer gets a thrill hitting a long, straight drive or sinking a lengthy putt on a green that features many twists and turns. Accomplishing this in a tournament is even more exciting.

The New Hampshire High Tech Council wants to raise the excitement level of golf by allowing golfers to bend the rules a bit...or a lot. At our first ever Techno Golf Classic tournament, we are encouraging players to enhance their game by stocking their golf bags with tools and toys that can make a ball go further and straighter. While rocket launchers and explosives are not allowed, pretty much anything else is.

Bring your illegal golf balls, such as bandits, desperados, or pirates. Try an over weighted driver and face enhancers, as well as "spin doctor" irons that use "Whack it Wax." For better alignment, a laser putter might help. For your drive, how about an anti slice tee? For the true entrepreneurs, bring your own game-enhancing invention. Our only rule is you must actually hit the ball with an object. In other words, tennis rackets, baseball bats, hockey sticks, even pool cues on the green are completely acceptable.

The tournament, which will be held beginning at 8:30 am on Monday, September 27 at Stonebridge Country Club in Goffstown, will be played as a scramble. Foursomes are \$600 each and singles cost \$150. The fee includes coffee and snacks upon arrival, a lunch barbeque, many prizes, and networking opportunities.

"We're very excited to launch this new event and encourage those golf technologists out there to bring in their technologically assisted A-game," said Art Bruinooge, member of the NHHTC Board and head of the committee planning the event.

Prizes will be given away for longest drive, straightest drive, closest to the pin, first, second and third place, last place, best technologically equipped foursome, and grand prize hole in one. Note that to win the

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**"Get your golf game  
gadgets out of the attic  
and charged up for this  
FUN NHHTC event.**

**Don't fret about being  
an expert... this game  
is all about fun and  
great networking."**  
... Art Bruinooge, Golf Chair

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## Navigating High Tech in New Hampshire

On July 1st, with the support of the Board of Directors, I took the helm as Chairman of NHHTC, following in Matt Pierson's footsteps. Over

the past month, I've been chatting with folks throughout the State of New Hampshire about NHHTC, trying to learn the insides and outs of our member organizations and where high tech is at in NH today. The variety of enabling technologies being produced throughout NH is truly astounding, and ever growing.

It's not surprising when looking at a state map and noting the locations of our member companies, the clusters of industry represented around various localities. Strong biotech in the upper valley area, advanced materials and manufacturing in Concord, while the defense industry and computer software/hardware sector dominate southern NH, with emphasis on green tech and clean tech starting up on the seacoast. In a state with just over 1.3 million people, the diversity of jobs, career paths, and opportunities for innovation make NH a very exciting place to be right now.



Tom Daly  
NHHTC Chairman

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Deputy Executive Director - Matt Cookson	603-924-8324
Membership & Events - Judy Davidson	603-924-8324
email to Council staff	info@nhhtc.org

This means that New Hampshire workers have a wide array of choices when going to work. Indeed.com, a job search engine, reports over 15,000 job listings in NH. This means that the NH economy is hiring, and growing. It means that more organizations will hopefully require the membership benefits that NHHTC has to offer.

This fall we have a number of exciting programs coming forward. The newest program, NHHTC Techno Golf, will tee off on September 27th at Stonebridge Country Club in Goffstown. Weeks later, the Software Industry Exchange will host InfoXchange 2010 at Techworld in Portsmouth. Following that, we kick off our 2010 / 2011 Entrepreneur Forum season, followed by our annual fall Product of the Year event. Each program offers a different format and structure, and like NH high tech jobs, there is something for everybody, so we invite you to join us at an event that suits you.

At our June board meeting, we welcomed three new directors: Brian Nadeau from Dell Equallogic, Mark Prestipino from Borealis Ventures, and Paula Long. We also filled a recent vacancy by bringing Jim Carnevale from Raytheon, Integrated Defense Systems onto the board.

Also, the board voted to support the new Innovation Commercialization Center at Pease headed by one of NH's most successful entrepreneurs, Mark Galvin. The Center will serve as a super-incubator of promising technology companies, complete some up front investment and a staff of experts in everything from operations to marketing. The Center started up in July. More details about this and other economic development projects can be found in Fred Kocher's article on page 4.

Another update: On Monday, July 26th, Stay Work Play, a nonprofit organization dedicated to further the 55% initiative, and a series of recommendations made by the Governor's Task Force for Young Worker Retention launched their website with Governor Lynch standing by. The website is designed to inform young workers about how they can Stay, Work, and Play in New Hampshire. As NHHTC was one of the incorporators of the non-profit, we look forward to seeing the continued success and growth of this initiative.

Finally, I'm honored to be elected Chairman of NHHTC. I look forward to connecting with more NHHTC members and prospective members around town and at upcoming events. Please contact me anytime at [tom@dyn.com](mailto:tom@dyn.com) or 603-296-1537. ■

Tom Daly,  
Chairman, NHHTC

**PS: Follow the NHHTC on Linked In and look for us on Twitter**

Join the growing NHHTC Linked In group. We're creating a growing dialogue about technology in the state, about our major upcoming events including the techno golf classic, entrepreneur forum, and product of the year event. It's also a great way to share member news, encourage collaboration, and stay informed. Under groups in Linked In, just search "NH High Tech Council" and you'll find us.

Look for more "tweets" about NHHTC events in the coming months. Just search out NHHTC and join the conversation.

## **Ashlee Lange to assist NHHTC as social media advisor**

Ashlee Lange will be assisting the NHHTC with various social media efforts, including promoting and encouraging a dialogue around some of NHHTC's fall events. Ashlee, a recent graduate from the University of New Hampshire in Manchester, holds a BA in communication and certificate in community leadership from UNH Manchester.

She has been working in the communications field for the past three years and says she is "excited to begin developing and executing social media campaigns for various events and initiatives put forth by the council." She is currently the manager of marketing and events at Applied Retail Technologies, coordinates Manchester's Warmth from the Millyard project's public relations efforts, and was recently named president of the Junior Board of Directors at the YWCA New Hampshire.

Welcome Ashlee! ■



## **Matt Cookson named deputy executive director of the NHHTC**

The NHHTC Board of Directors voted to appoint Matt Cookson as deputy executive director of the Council at its June meeting. Matt stepped down from the Board and from chairing the Council's Education Committee for the past three years to take the position. In this role, he will lead many of the promotional and marketing efforts for the Council and its major events.

Matt became president of CC Stephens and Company in July, and most recently served as associate vice chancellor of external relations for the University System of New Hampshire. He has 25 years of experience in communications and has played a leadership role in strategic communications for several New Hampshire organizations. ■

# Economic Development in NH:

## Private Sector Projects Underway & NHHTC Involved

As NH emerges from recession, the private sector has shifted into higher gear with several key projects that will create and contribute to recovery and economic health. The NHHTC is involved with three of them.

### **Innovation Commercialization Center**

Successful entrepreneur, Mark Galvin, has created a unique, 21st century Innovation Commercialization Center at Pease International Tradeport in Portsmouth to nurture and mentor young, promising technology companies with investment and administrative support within available office suites at their building at Pease. Galvin, who is collaborating in this venture with the University of New Hampshire, has started several successful tech companies, including CedarPoint Communications in Derry, and now wants to help as many as fifteen young companies at one time in his facility that will, in turn, create sustainable, high value, private sector jobs in NH. Mark will leverage his track record and business contacts to help the companies in the Center. Expertise available at the Center will include operations, marketing, financial, web design, etc. And, there will be an initial investment of \$250,000 in those companies entering the Center.

The NHHTC Board has been briefed on the Center by Mark Galvin, and has voted to endorse it.

### **Nashua Technology Park**

Successful developer, John Flatley, owns and is developing a technology park on some 400 acres at Exit 1 off Route 3 in Nashua. He's collaborating with the City of Nashua, the Greater Nashua Chamber of Commerce and the NH

High Technology Council. This land was the home of Digital Corporation and Hewlett Packard in the 1970s and 1980s. The Digital/Hewlett Packard buildings – over 1 million sq. ft. on about 150 acres of the land – are now available to tech companies with 350,000 sq. ft. of first-class office space, and 750,000 sq. ft. of interconnected and energy-efficient office/R&D space. Another 250 acres are open for development. Flatley has launched a competition for one year of free rent along with fit-up of the space that's rented to the lucky company that wins. He hopes to fill the park in the next ten to twelve years. NHHTC President, Fred Kocher, is one of the judges for the competition along with the City of Nashua, the Nashua Chamber and the John Flatley Company. And, the NHHTC will be involved with the growth of the park going forward.

### **The Elliot at Rivers Edge**

A massive, \$100 million development is partially completed at the former Jac Pac meat packing plant site at the east end of the Queen City Bridge in Manchester on the bank of the Merrimack River. It's a medical/residential/retail development project by well known developer, Dick Anagnost and includes new facilities for the Elliot Hospital in Manchester such as urgent care, outpatient cardiac care and physical rehabilitation.

### **Green Launching Pad**

The Green Launching Pad is a strategic partnership of the University of New Hampshire, the New Hampshire Office of Energy and Planning with funding from the US Dept. of Energy. The two year initiative will connect entrepreneurs and private industry with technical, scientific and business faculty and students at UNH and statewide to successfully launch new green

businesses. Projects funded under this program will specifically address the commercialization of energy efficiency, energy conservation, renewable energy and/or sustainable energy projects or programs.

### **Advanced Manufacturing**

The Business and Industry Association of New Hampshire and the New Hampshire High Technology Council are collaborating on an advanced manufacturing initiative that initially involves some intensive research into the manufacturing sector in NH – the State's largest economic sector. Once the research is completed, an initiative will be created to bolster that sector in the State. Stay tuned.

These five projects are significant as we look ahead to sustaining and building New Hampshire's economic health and creating good jobs. Clearly, there are other projects in the State that are either in the planning stage or just underway. But these five are clear indicators that the private sector in NH is in the business of economic development at a time when we need it. ■



**Fred Kocher**  
President  
NHHTC



# Human Resources Exchange

## Break time for Nursing Mothers: Little Known Provision of The Year's Healthcare Reform Law

Amendment to Federal Wage and Hour Law Effective Now and Applies to Most Employers



Jim Reidy

The Healthcare Reform bill debate earlier this year included many topics. The Law, as passed, includes many provisions. In

the 2,000 plus pages of the Patient Protection and Affordable Care Act ("PPACA"), which was signed into law on March 23, 2010 (P.L. 111-148), there was a provision that received little publicity at the time: a break time (at work) requirement for nursing mothers. This provision went into effect immediately with the PPACA. Many states already had laws on the books dealing with the issue of breast feeding in public (e.g. no longer an act of public indecency and accommodation in public places required) but this law amended Section 7 of the Fair Labor Standards Act (FLSA), federal wage and hour law and created workplace accommodation obligations for covered employers. Recently (July 15, 2010), the US Department of Labor published a Fact Sheet and Guidance for covered employers on this new law. The following is a summary of that information.

**General Requirements** Employers are required to provide "reasonable break time for an employee to express breast milk for her nursing child for 1 year after the child's birth each time such employee has need to express the milk." Employers are also required to provide "a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the

public, which may be used by an employee to express breast milk."

The FLSA requirement of break time for nursing mothers to express breast milk does not preempt State laws that provide greater protections to employees (for example, providing compensated break time, providing break time for exempt employees, or providing break time beyond 1 year after the child's birth).

### Time and Location of Breaks

Employers are required to provide a reasonable amount of break time to express milk as frequently as needed by the nursing mother. The frequency of breaks needed to express milk as well as the duration of each break will likely vary.

A bathroom, even if private, is not a permissible location under the Act. The location provided must be functional as a space for expressing breast milk. If the space is not dedicated to the nursing mother's use, it must be available when needed in order to meet the statutory requirement. A space temporarily created or converted into a space for expressing milk or made available when needed by the nursing mother is sufficient provided that the space is shielded from view, and free from any intrusion from co-workers and the public.

**Coverage and Compensation** Only employees who are not exempt from the FLSA's overtime pay requirements are entitled to breaks to express milk. While employers are not required under the FLSA to provide breaks to nursing mothers who are exempt from the overtime pay requirements of Section 7, they

may be obligated to provide such breaks under State laws.

Employers with fewer than 50 employees are not subject to the FLSA break time requirement if compliance with the provision would impose an undue hardship. Whether compliance would be an undue hardship is determined by looking at the difficulty or expense of compliance for a specific employer in comparison to the size, financial resources, nature, and structure of the employer's business. All employees who work for the covered employer, regardless of work site, are counted when determining whether this exemption may apply.

Employers are not required under the FLSA to compensate nursing mothers for breaks taken for the purpose of expressing milk. However, where employers already provide compensated breaks, an employee who uses that break time to express milk must be compensated in the same way that other employees are compensated for break time. In addition, the FLSA's general requirement that the employee must be completely relieved from duty or else the time must be compensated as work time applies. ■

**For additional information, visit USDOL's Wage and Hour Division Website: [wagehour.dol.gov](http://wagehour.dol.gov)**

### Jim Reidy, Attorney

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# First Annual TECHNO Golf Classic - September 27



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hole in one, golfers will have to put away the toys and game enhancers and use their old fashioned legal clubs. The event will also feature a raffle, including a one-year membership at Stonebridge.

A highly-acclaimed golf course with spectacular 360 degree views of the New Hampshire countryside, Stonebridge has been awarded a Four Star Rating by Golf Digest in its "Places to Play" ranking. Additionally, Stonebridge was rated "8th Best New Hampshire Golf Course" by Golf Digest for both private and public courses.

Most recently Stonebridge was rated number 37 in the top 100 New England golf courses by the New England Golf Journal. Stonebridge has also enjoyed rave reviews by the Boston Globe and the Manchester Union Leader.



Stonebridge is not unaccustomed to no-traditional golfing. In July, the course was featured on WMUR's Chronicle show when Tiffany Eddy participated in a round of glo ball golf under the moonlight. The episode can be seen

[wmur.com/chronicle/24095945/detail.html](http://wmur.com/chronicle/24095945/detail.html)

Stonebridge cc online: [golfstonebridgecc.com](http://golfstonebridgecc.com)

Registration is filling up fast. To sign up, go to [www.nhhtc.org](http://www.nhhtc.org) and click on the Techno Golf on the top left corner of the page or by calling **924-8324**. This high visibility tournament is great for sponsors and several sponsorships packages are available. Visit the web site or call the NHHTC at 924-8324 for more information.

A special thank you to NHHTC Director Tim Yeaton, StoneBridge Country Club for the support of his staff for the first annual GOLF TECHNO CLASSIC and... thank you also **NHBR** as our Media Sponsor.



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## Fall season scheduled

# NHHTC ENTREPRENEUR FORUM

October 20, 2010  
FIRST in Manchester

**NHHTC Entrepreneur Forum - Save The Date October 20, 2010.** The Entrepreneur Forum Committee is hard at work evaluating presenters and looking for panelists to kick off the 2010-2011 season.

The first of three NHHTC Entrepreneur Forums will be held at FIRST in Manchester, New Hampshire. As usual, two companies will present their business plans and challenges to an esteemed panel and the audience. Everyone walks away with something. The feedback and advice is often very applicable to both the presenters and the audience.

If you have a business challenge and want to get on the venue, contact Committee member Matt Benson, Cook, Little Rosenblatt & Manson, pllc at 621-7100 or call the Council at 924-8324.



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# *Kaizen isn't a Hollywood Baby name... Yet!*

Many moons ago at Big Blue, I attended Manufacturing School in Atlanta. This in-house program was designed to get the field up-to-speed on what our clients were dealing with day-to-day and to identify areas where our technology and services could help. We studied best practices like JIT (just-in-time), TQM (Total Quality Management), ISO (International Organization for Standardization) and Kaizen (continuous improvement). Since then I've been hooked on manufacturing. Fast forward to The Principles of LEAN Manufacturing program I recently attended, delivered by a couple of rock stars at NHMEP (New Hampshire Manufacturing Partnership). We manufactured our own desk clocks to experience LEAN. Now I'm a LEAN evangelist. By the way, you can LEAN anything (including your office or your garage).

The whole point of LEAN is to eliminate waste and increase efficiency using five principals: identify value, map the value stream, create flow, establish pull, and seek perfection in a continuous loop. LEAN cuts to the bone by producing value for the end customer. LEAN demands continuous improvement and uses only what is being demanded (Just-in-Time) by the customer (kanban). No more racks and rows of inventory sitting for months waiting to be transformed into something. Raw material can sit on your books and drive the very astute guy in the corner office with the abacus crazy. They want raw materials off the books and into COGS (cost of good sold) so that it's realized by the top line as revenue rather than impacting the bottom line as expense. The finance people totally get this, so do the operations gurus.

So why doesn't everybody go LEAN? When you consider that the benefits of LEAN are decreased cycle time, reduced inventory, increased productivity, and


increased capital equipment utilization it seems like a no brainer. The hesitation to go LEAN has everything to do with human capital. Like rolling out any company wide program, it's getting your leadership to drink the cool-aid and give you carte blanche to get everyone trained to become a LEAN culture. One of the best kept secrets in New Hampshire is the grant available through Governor Lynch's job training fund to pick up part of the tab for qualified prospects.

By now you're probably wondering if LEAN has an economic impact. U.S. manufacturers compete head-to-head with their international counterparts, and it's bloody. In some parts of the world, the cost to manufacture is cheap; there are no labor unions, and fewer standards to deal with like OSHA. This isn't necessarily an up-side when you consider that you need a certain volume to justify creating the infrastructure off-shore or finding the right venture partner. Additionally, if you're creating a product like medical devices, as is the case with Salient Surgical Technologies, it is imperative to be FDA compliant, which must be closely monitored under your watchful eye. VAT, the cost of shipping, and other tariffs can also be cost prohibitive depending on what you're producing. These are all reasons to keep things on-shore and preferably, here in New Hampshire.

According to the NHMEP, the New Hampshire economic impact of LEAN over the past five years is:

305 new jobs, 593 retained jobs that didn't go off-shore or get eliminated, \$ 194.9 million increase in sales, \$ 75.2 million spent on new investment, and the BHAG ... \$ 29.1 million in cost savings. Manufacturing alone contributed \$ 489 million to the state's economy. Everything LEAN in New Hampshire seems to have been inspired by NHMEP. They are truly doing the heavy lifting by offering training, consulting, and guidance. Their education programs are transforming operation types into LEAN gurus. Moreover, programs offered through NETAAC (New England Trade Adjustment Center) are designed to help revive small New England manufacturers that have been impacted by international competitors. The idea is that unless companies adopt programs like LEAN to become more competitive, they are going to risk losing more

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market share as global sourcing becomes the de facto standard for supply chain managers.

In Dover, RF Hunter, maker of oil filtration systems used in commercial kitchens, has adopted LEAN through a circuitous path. CEO Richard Santoro's son Gary is a U.S. Air Force reserve Major. He was stationed at Warner-Robins AFB at the logistics depot for the C-5 Galaxy aircraft where Major Gen. Polly Peyer is deploying LEAN for everything from occupational medicine to civil engineering, and the 330th Aircraft Sustainment Wing. Major Gary Santoro came back to New Hampshire so fired up about LEAN that he leaned out RF Hunter's manufacturing facility. LEAN has enabled them to reduce their inventory cost by over \$60,000 per annum and significantly decreased their time-to-market. They have gone from using all of their shop floor, to reducing their footprint to a small section for only the essentials delivering value and meeting immediate customer demand. Workstations have been mounted on wheels, now mobile for full-tilt production and then returned to their assigned place, inside yellow lines taped on the floor. Everything is neat, tidy, clean, and efficient.

Salient Surgical Technologies in Portsmouth has a wonderful champion in David LeGault, Director of Operations. Dave came to Salient already trained in LEAN where his former employer wanted to build a new warehouse facility because they were "running out of room." Applying LEAN principals, like Kanban and JIT, where you always have what you need in the warehouse and shop floor to match your customer demand, they were able to reduce their current warehouse footprint and saved the company millions of dollars. By dramatically increasing their supply chain and manufacturing efficiencies, they avoided building a costly high-bay automated warehouse facility; you do the math! Salient was wise to hire

someone with a successful LEAN track record. When Salient started manufacturing at the Portsmouth facility, Dave's goal from the beginning was cost avoidance by, "Kanbanning components rather than batching or kitting parts to build products." And Salient has created new manufacturing jobs by growing from 5 to 18 assemblers and increasing production output from 18,000 to 95,000 units in one year. To support this growth, Salient has hired additional support staff such as Quality Technicians, Manufacturing Engineers, and Supply Chain personnel. Like flint, LEAN sparks growth into flame.

After building their beautiful new LEAN complaint facility at Pease Tradeport, Salient is now manufacturing finished goods in-house. The program has been wildly successful since about half of the employees have been trained in LEAN principals, fully support it, and are now looking at ways to LEAN other departments to eliminate non-value added work while improving efficiency. In fact, Salient has even hosted LEAN training for their business partners to improve their efficiencies and speed their supply chain time to market. Dave envisions the day when Salient extends the kanban concept to their hospital customers so that Salient products are on their shelves when and where they need them, ideally for the exact number of scheduled surgeries. This would make things seamless and much easier for the customer. Sounds a bit like AIXM (Aeronautical Information Exchange Model) in theory.

Zenagui Brahim, Director of Operations for NHMEP, believes there is a bright future in Next Generation Manufacturing. The NHMEP, the EPA and DRED (New Hampshire Department of Resources and Economic Development) have joined forces in a Lean/Green Energy Program. The notion is that when energy is saved, the carbon footprint is reduced, energy credits are gained,

and the environment stays greener. For example, in addition to the seven wastes, relevant LEAN metrics have been added: energy use and environmental impact. As you can imagine, by layering these two metrics on top of the seven wastes impacted by LEAN, you can really squeeze cost and inefficiency out of the equation. High Liner Foods was in the pilot program. For High Liner Foods, they identified more than \$200,000 in energy savings, \$90,000 for the first year and has already begun to realize the payback on its investment. "For years, MEPs have been showing manufacturers how to streamline and improve operational efficiency with lean training. It makes sense to now include energy and environmental efficiencies as part of our lean transformation program," said Mr. Brahim.

In looking at other ways to deploy LEAN, I look no further than my garage to realize its application in everyday life. Now if I can just find the time to LEAN my garage... that would be sweet! ■

**Note: September 28 - Governor's Advanced Manufacturing and High Technology Summit Radisson Hotel in Manchester, sponsored by BIA, NHMEP, NHTTC, and DRED. Call for more info: 603-226-3200**



Catherine Blake

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# Job Postings Summer 2010

## Simbex LLC

Human Resources,  
info@simbex.com,  
www.simbex.com/careers

- Research Engineer
- Administrator
- Post Graduate/Post Doctoral Researcher
- Administrative Assistant
- Research Assistant in Head Impact Biomechanics

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## Captivating Talent

Jamie Rajotte-Tremblay,  
Jamie@captivatingtalent.com,  
www.captivatingtalent.com

- Quality Systems Manager
- Scientist, Product Support and Improvement

## Calm Water Business

**Partner, LLC**, Nancy Baughman,  
www.calm-water.com

- Financial/Retail Sales Analyst, Concord, NH
- Accounting Manager/ Assistant Controller and CFO, Boston, MA
- System Administrator, Nashua, NH
- Marketing Communications Specialist, Waltham, MA

This is a member benefit. Contact the company directly for more information. Job Postings are also available online at [nhhtc.org](http://nhhtc.org)

## HAYES SOLOWAY

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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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Fax: 520.882.7643  
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For more information, please visit our website at [www.hayes-soloway.com](http://www.hayes-soloway.com).

## Member News

The **Institute For Advanced Innovation Research** is pleased to announce that David Frederick will be speaking at the upcoming Mobile Health Expo in Las Vegas, Nevada October 19th through the 21st 2010.

The National Alliance for Insurance Education and Research has announced that Sandra Anaya, ACSR, AAI, AIS of **The Sadler Insurance Agency Inc.** is the 2010 Outstanding CSR of the Year recipient for the state of New Hampshire.

Delise West of **Human Resource Partners** was quoted in the July 19, 2010 Portsmouth Herald Business section and Seacoast Online in an article entitled "Still Working After Age 65". Delise discussed what employers should consider as a result of this shift in their employee population. Visit Human Resource Partners at [www.h-rpartners.com](http://www.h-rpartners.com) or contact them directly at [info@h-rpartners.com](mailto:info@h-rpartners.com).

The law firm of **Sheehan Phinney Bass + Green PA** is pleased to announce that attorney Anna Barbara Hantz has joined the firm's Manchester office effective July, 2010.

Due to growth, **SKYE Business Solutions** is moving to Harris Pond Unit #6, 32 DW Highway, Merrimack, NH. Contact us at 877-603-7593 or visit us on the web at [www.skye-solutions.com](http://www.skye-solutions.com) for your Leadership Development and Strategic Planning needs.

Member News is published in each newsletter and can be published by members on the Council website. [nhhtc.org](http://nhhtc.org)

Just contact the council office at 924-8324 if you need help posting your news or job postings.

# Welcome to Our New Members

## **Charney Coaching and Consulting**

73 Gage Girls Road  
Bedford, NH 03110  
Renee Charney  
603-488-5712  
charneycoachingconsulting.com  
Charney Coaching & Consulting LLC is an Executive, Leadership and Organizational Coaching and Consulting Company focused on helping leaders and organizations realize and reach their highest potential.

## **Applied Math Modeling, Inc.**

26 South Main PMB 144  
Concord, NH 03301  
Paul Bemis  
603-369-3793  
koolsim.com  
CoolSim is a software application that utilizes CFD to model the thermal environment of data centers. Users can then perform "what-if" scenarios to determine optimal cooling strategies and/or configurations for new or existing data center designs.

## **Borealis Venture**

10 Allen Street  
Hanover, NH 03755  
Jesse Devitte  
603-643-1500  
borealisventures.com  
Borealis Ventures is a seed and early stage venture capital firm uniquely focused on investing in companies ready to partner with entrepreneurs to build the next generation of NE successes.

## **Nuage Nine, Inc.**

Bedford, NH 03110  
Vaughn Petraglia  
603-471-3986  
nuagenine.com  
Nuage Nine has been designed from the ground up to provide cost-effective, remote, proactive systems for monitoring and management of luxury end-user home entertainment and technology systems. We provide the infrastructure, technologies, services.

## **Newforma**

1750 Elm Street  
Manchester, NH 03104  
Ian Howell  
603-625-6212  
newforma.com  
Newforma develops the leading project information management (PIM) solution for architecture, engineering and construction (AEC) firms worldwide which mitigates risk, organizes and shares project information, drives accountability, raises transparency and streamlines project delivery processes.

## **Boston Partners Financial Group**

138 River Road, Suite 310  
Andover, MA 01810  
Robert Fox  
978-698-6908



*Jim Carnevale,  
Strategic  
Development  
Manager of  
Raytheon was  
recently  
elected to the  
NHHTC Board  
of Directors*

James T. Carnevale is Manager of Strategic Development for Raytheon Integrated Defense Systems (IDS). In this role, he is responsible for congressional, state and local relationships focused on strategies to support IDS programs and enable business growth. He has held leadership positions on strategic initiatives such as rebirth of PATRIOT and the ZUMWALT Destroyer campaign.

Before assuming his current position, Carnevale was a Program Manager on the Terminal High Altitude Air Defense System (THAAD). His responsibilities included Business Operations, Contracts, Schedule, Life Cycle Cost, and Risk Analysis. Prior to that, he was responsible for the ZUMWALT Destroyer Cost and Technical proposal for the Integrated Combat Systems Architecture.

Carnevale has held increasingly challenging positions in engineering and program management. He has served as a lead engineer for missile programs such as the Advanced Medium Range Air to Air Missile (AMRAAM) and Standard Missile. He also conducted groundbreaking work on ripple fire for the PATRIOT PAC3 program and had been a troubleshooter on international HAWK Air Defense Programs.

Carnevale is a recent recipient of the Raytheon Technical Honors Program award, a 2003 recipient of the Missile Defense Agency Meritorious Service Award for his work on the THAAD program, a 2002 recipient of the Defense Acquisition Executive award from the Office of the Secretary of Defense, a 1999 recipient of the Program Excellence Award for the Standard Missile Program and his highest honor, 1997 recognition for his work in the Raytheon Mentor Program. He serves as a member of the Sensor Surveillance System Executive Team, providing leadership and guidance to the next generation of Raytheon's engineering staff. ■

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## 2010 NHHTC Calendar

Mark Your Calendar - Register at [www.nhhtc.org](http://www.nhhtc.org)



### **NHHTC Techno Golf Classic**

Sept 27

Stonebridge Country Club, Goffstown

8:30am start

### **Human Resources Forum**

Oct 6 *Don't Get Caught with your Zip Drive Open (Rob Miller)*

Nov 10 Reasonable Accommodation under the ADA and State Law (Diana Wieland)  
Sheehan Phinney Bass + Green, Manchester

8:00-9:30 am

### **NHHTC Entrepreneur Forum**

Oct 20 *FIRST*, Manchester

5:30-8:30 pm

### **InfoXchange 2010 (Part of TechWorld)**

October 14-15 - Complete details available by email or by calling  
[ecoast@portsmouthchamber.org](mailto:ecoast@portsmouthchamber.org) or call 603-610-5514.

### **Intellectual Property Forum**

Oct 20 Devine & Millemet, Manchester

4:00 pm

### **2010 Product of the Year**

Nov 15 Center of NH, Radisson Hotel, Manchester

5:30-8:30 pm

**For more information** - 603-924-8324 or [info@nhhtc.org](mailto:info@nhhtc.org)

## NEW HAMPSHIRE HIGH TECH NEWS

A publication of the  
**New Hampshire High Technology Council**

### **OUR MISSION**

Founded in 1983, the New Hampshire High Technology Council's mission is to encourage the development and success of technology-based businesses in New Hampshire.

Membership in the New Hampshire High Technology Council is open to high tech companies and their service companies. Companies wishing to join, or who want more information on the Council, should go to [www.nhhtc.org](http://www.nhhtc.org) and register or call the New Hampshire High Technology Council.

**For more information, call or go online:**

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### **Submitting NHHTC Materials**

All articles or ads should be sent to

Richard H. Stephens, Editor

603-924-9481

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