

Chipping Away Leads to Needed Changes

by Matt Cookson, Executive Director

The NH high tech sector is diverse and ever-changing. It includes information technology support/services, enterprise software, consulting, hardware, web, social media and much more. This sector, which we serve and support at the NH High Tech Council, is also one that is becoming more crucial to New Hampshire's overall economy; one only has to listen to political pundits, policy makers and any outfit conducting studies on our state's economy and its future viability to realize this truth.

According to the Economic Modeling Specialists International (EMSI), the sector we serve directly employs nearly 44,000 people, and contributes nearly \$3 billion to the state's GDP in salaries alone due to the higher than average pay in the sector. The overall economic impact of the sector is significantly higher given that this data only counts the tech employees within tech companies, not the thousands more in support services. In addition, these businesses are major taxpayers in terms of the business enterprise tax, business profits tax and local property taxes.

According to the NH Center for Public Policy, "advanced manufacturing and high technology businesses are the leading drivers of New Hampshire's economy. Jobs in this sector pay higher wages and export products from the state to other areas of the nation and the world, effectively transferring outside money into the state's economy. For these reasons, this sector is the strongest engine of economic activity in New Hampshire."

It is for these reasons that we support innovative ideas to support New Hampshire's tech companies and their workforce. The public policy agenda for the High Tech Council is carefully crafted through an inclusive process, but has a narrow focus based on the companies we serve. As a result, we have adopted our "Fix it Five" model that focuses on five distinct areas: (1) better access to capital; (2) access to state level funding for innovation; (3) support STEM education in higher education towards workforce development (4) concern about taxes and (5) regulation.

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Member Companies— A Valuable Resource

As the board chair of the NH High Tech Council, one of the things that impresses me most is that the Council is simply all in. That was apparent at our last board meeting as we discussed the numerous initiatives going on, many of which are highlighted in this publication.



Paul Mailhot,
Council Chair

One thing that you will never hear a board member, or a staff member of the Council say is "we already tried that." The technology sector moves fast and must always be open to new ideas and ventures, and the Council works hard to reflect that. We hit the refresh button on our cornerstone events from the popular Entrepreneur Forum to the increasingly popular TechOut event in the fall. We are always looking for new angles, such as with this year's Entrepreneur of the Year by concentrating on getting younger technology minds in the room and making sure our application process appeals to not only tech companies, but companies that have emerged from a former way of doing business to being tech-led. After all, technology is increasingly important to all companies. In a recent survey of manufacturers in New Hampshire by the NHMEP, 87% of company decision makers said they've searched for new technology to improve competitiveness; 82% have specified technology to implement; and 69% have already begun utilizing those

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Thank you to our Corporate Sponsor Program participants



What's the best way to promote membership? Talk to a member!

At the Council, we work hard to make your investment in membership a worthy investment. But we also know it's easier to see those things from up close while we work every day to make our programming robust for our members. Given that, we decided to take a step back, take a strong look and invite in some key mover and shaker members to help us examine our reach and depth, and to work alongside us to convey that to you.

We are calling these members Ambassadors to the Council, and you can expect in the months ahead both to hear from one of them just simply to check in, but to also be a sounding board to you, our members. The members who have raised their hand to join our Board of Directors in this mission are listed below. And if you, too, would like to increase your involvement in the Council, be sure to contact us.

Jeff Amaro, Autodesk

Matt Becker, The Rowley Agency

Andy Dillman, miEdge

Kevin Hallenback, Sandler Training

Alex Johnson, Newforma

Dan Scanlon, Colliers International

Peter Terwilliger, Dassault Systems

John Whelan, Alexander Technology Group

Become a Council Member Today!

What do you get for your **Council membership**? Entry into a group of over 220 plus member companies that together employ nearly 20,000 people. The Council membership is a mix of technology service companies and the companies that service and support them. The Council offers connections, access and visibility; let us do the work to make that happen for you and your employees.

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Governor Maggie Hassan has long stood for innovation and support of our sector. We have seen this first hand as she walks the room at our events, including the Annual Product of the Year competition. The Council is a partner in the annual Governor's Manufacturing Summit, and we are well aligned with the Live Free and Start initiative she created in 2014 and are actively supporting several bills that align with our priorities.

Given all this, we find ourselves supportive of technology, workforce development and economic development line items in the Governor's budget proposal. They demonstrate that her administration is forward thinking, and that the Governor truly does have a strong grasp on our industry's role and capabilities.

Part of our "Fix it Five" include supporting a reduction in business taxes that would not impede other initiatives that impact workforce and economic development. We believe that SB1 and SB2, bills that incrementally begin to lower our business profits and business enterprise taxes have been crafted in a responsible way that provides minimal budget impact over time, and shows that we want businesses to come, stay and grow here. Our membership agreed and overwhelmingly support these two bills. In addition, we have been a long-time supporter of the R&D Tax Credit and are in favor of SB6, which will increase the credit.

We have been told to "be bold" by state leaders and are well aware of the trends and demographics that are not currently favorable here. We need a shot in the arm and from a tech perspective, believe bringing the rail corridor up from Massachusetts to Manchester is worthy of significant study. This is not a black and white issue based on construction costs and ridership revenue. It has the potential to enhance some of our most vibrant tech communities in terms of workforce and economic development. That's harder to quantify. As a result, we support the review Governor Hassan and the leaders at the Greater Manchester and Nashua Chambers of Commerce have supported. We too want to learn more, but we don't want to see the process derailed at this time. ■

**The Kocher Technology
Scholarship Program**
Applications due May 1, 2015.
To learn more, visit NHHTC.org

The Council welcomes new board member

Peter Lachance of Howe, Riley & Howe Joins NHHTC Board of Directors



The NH High Tech Council welcomes Peter C. Lachance, CPA, MST of Howe, Riley & Howe, PLLC to its Board of Directors. Lachance is a partner of the firm in Manchester. In addition to tax reporting and planning, he advises clients in complex tax and business matters such as buy/sell transactions,

employee stock/incentive plans, entity formation, multi-state nexus issues and the R&D tax credit. His clients include privately held technology, life science, real estate, professional service and manufacturing organizations as

well as individuals, trusts and estates. Lachance's work experience includes corporate, partnership, individual, not-for-profit, estate and gift taxation.

Lachance received a MS in Taxation from Bentley University, an MBA from the University of Massachusetts at Lowell and a BS in Actuarial Mathematics from Worcester Polytechnic Institute. He is a former board member and past chair of the AlphaLoft (formerly the abiHub). Prior to becoming a CPA, Lachance spent eight years with the global actuarial consulting firm Milliman, Inc. as an Actuarial Analyst and Technology Manager in its Boston office. ■

Paul Mailhot – continued from page 1

new technologies. We want to recognize those technological advances.

What is also important to the Council is walking the walk on being all in. We pride ourselves with utilizing the business connections and relations that we have made among our members. We are proud to report that all of our main vendors are members and are New Hampshire based, whenever possible.

We use BandTel for our phone and conferencing system, Meltwater for our media database, Custom Scoop for media tracking, SilverTech for our member management database system, IT Solutions as our back-up technology service team, Image4 for our branded marketing and incidental items and Pepi Hermann Crystal for our beautiful trophies and awards. I am proud that the Council also turns to my other home, Dyn, for Domain Registration, DNS and email delivery services.

It's this sort of all in that makes the decision for me to be involved with the Council an easy one. I encourage you to get all in too! ■



Do you or your company have insight regarding a timely or relevant subject? Ever want to place a guest column in our newsletter? Now is your chance! The Council is always looking for fresh subject matter that our readers and members would find helpful and informative.

One advantage to having a wide-ranging pool of membership is our ability to spread the word on the latest and greatest topics — trends and opportunities, new innovations, trade secrets, marketing, regulatory issues, human resources, and breaking data are just a few examples.

If you are interested in submitting a guest column, please email info@nhhtc.org. We'd love to take a look and help get your information out!

*Where young people dream
of becoming science
and technology heroes.*



Government Affairs profile – finding resources to make your voice heard

One entrepreneur’s story of technology advocacy

In March, the New Hampshire legislature was about to consider SB6, a bill that would increase the current research and development cap on tax credit applications from \$2 million to \$7 million in hopes of helping more startup and established businesses continue to invest in R&D activities in New Hampshire. But, as Janice Leahy-Daniels, CEO of OIKOS Software in Manchester noticed, there was an opportunity to introduce another program that would complement the initiative’s success of increasing NH’s R&D tax credit. The R&D tax credit is not a deduction; it is an actual dollar-for-dollar credit against taxes owed or taxes paid. Additionally, the taxpayer may be able to expense all such qualifying R&D costs in the year incurred.

“New Hampshire has certain restrictions on how R&D tax credit applications are calculated and processed, i.e. capping limits on qualified wages in addition to excluding the use of qualified research supplies or consultants, which are currently acceptable under federal rules. This makes the NH R&D credit program out of synch with a business startup lifecycle,” Leahy-Daniels said. “Most startup businesses accumulate operating losses that carry forward. The R&D tax credit could be of little use to these businesses when businesses first start to experience profitability.” So Leahy-Daniels, who also owns a tax advisory firm, L&V Partners LLC, started making phone calls to local policymakers, sending emails to colleagues, and even created a one-page “cheat sheet” that simplified the issue to help convey the facts to colleagues and legislators.

The issue

Instead of having immediate access to cash to continue innovation under the program, companies in need of capital currently receive a R&D tax credit at a later date against business profits taxes, and the total funds for all companies combined in NH cannot exceed \$2 million. SB6 would raise that cap to \$7 million. Leahy-Daniels’s suggestion, which eventually became SB215-FN-A through the vehicle of the Live Free and Start initiative, would allow businesses to elect to exchange R&D tax credits or a cash rebate of 65% on the tax credit dollar. It would provide immediate cash to support continued R&D research activities in NH. Other New England states – excluding Massachusetts – have similar laws in place that Leahy-Daniels says successfully incentivize R&D and attract technology companies to operate there.

“SB215-FN-A provides opportunities for businesses operating within NH to infuse cash into their business, thereby creating and protecting jobs, and enhancing competitiveness,” Leahy-Daniels said. “Only 38 states in the union have research and development tax credit rules, and in our region, we have the opportunity to

attract businesses from Massachusetts to consider NH as a place to house some of their R&D activities because while our neighbors to the south have a tax credit, they don’t have a rebate program that would be very attractive to the hundreds of tech companies and businesses born there.”

After aggressive and persistent efforts to bring the issue to light by talking to policymakers and colleagues, Leahy-Daniels hit a wall.

“I did everything I could to make myself and the issue known and I was starting to get frustrated.”

You’ve got backup

It was then that she attended an event where she connected with people and groups that could help her advance her message: Alpha Loft; NH Innovation Nights; the Council’s government affairs committee and; Liz Gray, who is the Director of Entrepreneurship at Live Free and Start at the New Hampshire Business Finance Authority.

“The next thing I know, it’s going through the Ways and Means Committee, and I was pleasantly surprised,” said Leahy-Daniels, who brought her software company to New Hampshire in 2013. “I finally got it into the hands of someone who could raise it up the ladder of awareness.”

SB 215-FN-A, the bill inspired by Leahy-Daniels, passed unanimously out of the Senate Ways and Means Committee, and was tabled after it arrived to the full Senate. The bill to increase the R&D tax credit cap to \$7 million, SB6, unanimously passed in the Senate, but was tabled immediately after awaiting budget deliberations. Previously, Governor Maggie Hassan supported increases in the R&D tax credit, although in her budget address this year, she said she supports the concept, she did stay away from endorsing this particular increase. We can expect to see it later within the Senate budget.

While it seems like the current state of the legislation is at a halt, Leahy-Daniels isn’t discouraged. And that’s what she says makes small business owners and entrepreneurs in New Hampshire something special.

“You work hard, and may at times feel deflated, but never accept that it can’t be done as the final answer,” she said. “It’s was an enormous undertaking to get the word out, and if this gets adopted, we’ll have another mission to get the word out beyond our border to bring new business to our state.”

Leahy-Daniels will continue to advocate for an R&D rebate program, and now that she knows she doesn’t need to do it on her own, can also devote more time to her next innovation at OIKOS Software, Inc.

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New Hampshire's Video Game Development Industry is About to Level Up

Learn how to get involved at Grinding it Out: the Status of the Video Game Industry in New Hampshire Software Forum event this Thursday, April 2.

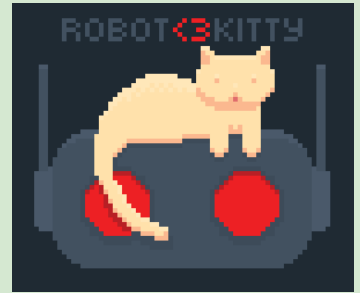
If you don't know how the popular online role playing games apply to your bottom line, or are wondering about the best ways to leverage your or your company's video game and software development skills, join New Hampshire High Tech Council for "Grinding it Out" at 5:15 pm this Thursday, April 2 at Dyn, 150 Dow Street, Manchester. The event is free for Council members and employees of member companies, \$15 for not-yet-members, and \$5 for students. Pizza, beer and demo/networking sessions are included. Game Assembly, a group working to build a community of game developers in New Hampshire, is co-hosting the event.

"The video game industry is massively profitable, earning \$67 billion in revenue a year with a projected \$82 billion by the end of 2017," said David Carrigg, Software Neurosurgeon at development studio

Retro Affect, who is also a founder of **New Hampshire's chapter of International Game Developers Association (IGDA)**. "In areas with strong game developer communities, there is a higher demand for industry talent; existing hubs like Massachusetts, Montreal and California draw in tech-savvy workers from all over the world – including New Hampshire."



This Thursday's event will feature industry experts from **Audodesk**, game development companies **Retro Affect**, **SkyMap Games**, the studio that created **Bacon Man: An Adventure**, and **Robot Loves Kitty**. The



agenda will cover gaming trends, gamer demographics, mobile platform development, education, business models and the business opportunities the gaming industry presents in New Hampshire. Game studios and participating companies will also have demos on exhibit during two half-hour networking sessions before and after the presentation.

"Building this industry in New Hampshire is a viable option, and from a business, jobs and innovation perspective, there's tremendous opportunity in games," said Jeff Amaro, Enterprise Account Development

Manager at Autodesk, who will be moderating the forum's expert panel. "From 55-year-old women playing Candy Crush while they wait in line at the coffee shop to teenage boys wearing headsets co-op gaming with players around the world, the demand for this type of technology is huge."

To register for the event, please visit nhhtc.org or call 603-935-8951. The Council's Software Forums are sponsored by Small Dog Electronics and Berry Dunn. ■

Government Affairs Profile - Continued from page 4

Learn more

The NH High Tech Council maintains a presence at the State House in Concord and with our Congressional delegation on key pieces of legislation that have a potential impact on member companies, especially those related to regulation, economic development, workforce and promoting a technology ecosystem here. An active Council Government Affairs Committee meets regularly to review legislation, make recommendations regarding supporting or opposing bills, and develop other strategies that can lead to outcomes beneficial to New Hampshire's technology sector. The Committee includes members from our Board as well as representatives from Council members companies who want to be engaged in legislative activities.

If you are a Council member and have an interest in a specific legislative issue or initiative in one of our focus areas, please let us know. Email us at michelline@cooksonstrategies.com. ■

“No business plan is complete without an exit plan”

by Bob Robbins, Managing Principal, Robbins Farley, LLC

If you come from Corporate America, these questions are natural. Corporations, unlike humans, do not have to prepare wills, appoint guardians, or otherwise use the services of the probate courts. However, a little study of economic history clearly destroys any notion that most corporations live forever. For instance, the Dow Jones is made up of 30 companies. Only General Electric was a member of the original 12. What happened to the rest? Some went bankrupt, some merged with other companies, and some were dropped to make room for new companies representing new technologies that were deemed to be more a part of the evolving industrial landscape.

So there are corporations that have lived for quite a while, some are small family businesses, some are huge corporations, but they all share the fact that the present owners or leaders are likely not the same ones who founded the company. They exited their companies either by choice or by outside forces. Anyone who lived through succession, even when well-planned, has observed the effects of new leadership.

However, the great majority of companies have not survived in their original form. We all know owners and leaders who developed and implemented successful exit strategies (or succession plans) and we all know of the many disasters stemming from exit planning coming from unwanted external influences.

Ok, but I’m just starting out.

Right on. To you it might be no different from developing a new product in a large corporation and developing a business plan. In the corporation you develop the plan, you present it to management, show management how it will affect sales and profits—and cash flow. If you are successful in getting approval, it is because somebody on your team made the presentation with the knowledge of the hot buttons of the approvers. Let’s say you have a hot new product. The team is assembled, the product is developed and launched, and the team gets its bonus and congratulations. What

happens next? Very often, the original team is replaced after a few years to start a new project—the corporation defines the exit plan.

What’s different when you become the entrepreneur?

First, you may need investment capital. You may have to attract a management team. Are their goals different from the corporate managers? Yes and no.

Exit planning in the corporation at all but the top levels is non-existent because of the fluidity of human, cash and capital resources. Angel Investors and Venture Capital investors have resources that are redeployed and potentially returned to the investors on a planned basis. They have time constraints on their capital. The best way to make a presentation to receive capital involves a demonstration of how the investor has the potential to make a profit and exit with a large part, if not all, of the capital replaced in the exit to new investors. The new investors may be financial or strategic investors. If you clearly align your goals of profiting from the initial investment (in your case, sweat equity) in the same manner as your initial (and possibly second round) investors, you have a better chance of convincing your investors to join you. The last thing an investor wants is to invest in a lifetime job for you.

OK, I agree that I should have an exit plan. How do I proceed?

Find a wealth manager that has the planning tools that can integrate the exit strategies forecasts with the wealth needs of you, your family, and your estate. Unfortunately, many wealth managers do not have the experience or the knowledge to advise business owners and entrepreneurs in this area, so you might have to do some searching. But after developing your business plan, starting to develop your company, finding key people and developing relationships, you’re probably pretty good at finding advisors with the right qualifications. ■

CleanTech boost to the NH Economy

There are 200 or more companies in New Hampshire that are part of the “cleantech” sector, which accounts for a significant and growing share of the state’s economy. A [recent report produced by the NH CleanTech Council](#), a member of the NH High Tech Council, makes the case that the cleantech sector has a higher than average impact on economic development, and that the Granite State is well-positioned to take advantage of growth in the coming years. [Read the story](#) originally posted on the Union Leader.

Entrepreneur Forum preps, positions and prepares participants for professional greatness



By all accounts, our February 11 **Entrepreneur Forum** (#EF15 if you followed along on social media) had a vibe that had all attendees – including our youngest-ever EF attendee Carter at age seven – excited about starting and growing businesses in New Hampshire.

Presenters Rick Ouellette of **SalesGoose** and Bill Mouyos of **AMI Research & Development** walked away with sage advice from a panel of experts who spent time learning about their business plans and needs, and some great media coverage to boot.

What did they learn?

Bill Mouyos of AMI R&D reported: “It was a valuable forum to gain exposure. I had several takeaways, most of all that the technology AMI presented was relevant and potentially disruptive; AMI needs to refine our business plan for the antenna technology to bring to market; and we need to have more business development to complement our technologies.”

As for SalesGoose, CEO Rick Ouellette stated, that three bits of advice resonated, SalesGoose should (1) develop focused user-type value statements, (2) make RFTs (Requests for Time) flexible to meet varying buyer interests, and (3) leverage university relations to offload start-up workload.

Interested?

If you think your company could use an infusion of tailored expert advice as it makes its way through the entrepreneurial lifecycle, and you’d like to also benefit from visibility and networking, save the date for the **next forum on May 20** and start filling out the **application** today!

Thank you to Entrepreneur Forum sponsors Autodesk, Baker Newman Noyes, Cook Little Rosenblatt & Manson, Dyn, NHBR, and Capital Regional Development Council. ■

Who will be the next NHHTC Entrepreneur of the Year? Application deadline has been extended to April 8, 2015

We’re all wondering who will join the group of prestigious inventors, business leaders and entrepreneurs who have earned the title of the Council’s Entrepreneur of the Year (EOY). The pool of applicants is growing while the deadline is looming – we’ve extended it to April 8 – and we can’t wait to find out who wins at the annual Entrepreneur of the Year Award event on May 8 at the Radisson in Manchester. This year’s keynote speaker is Carly Fiorina, innovator, Chairman of the Unlocking Potential Project, and the first woman CEO of a Fortune 50 business.

Nominate yourself or a colleague, as long you meet the application criteria: a founder, owner, or manager of a business in the Granite State who successfully organized, developed or managed a technology-based concept into a commercial product or service. It doesn’t matter whether you work on a startup or at an established company – as long as you’ve made

a significant contribution to the tech ecosystem and advancement of technology in New Hampshire, you are eligible.

Since its began in 1988, EOY has recognized more than 60 men and women who demonstrated leadership, ingenuity and innovation in our sector. Learn about **past winners** and **download the application** online. Don’t forget to save the date for the May 8 event, or better yet – **register now!**

This year’s major EOY sponsors include: Autodesk; Dyn; FairPoint Communications; Nanocomp Technologies; Baker Newman Noyes; Cook Little Rosenblatt & Manson; Dunn Rush Co; UNH Manchester; John Flatley Companies; and Newforma. Sponsorship opportunities for the event are still available. Please contact us at 603.935.8951 for details. ■



Legislative Review

Michelline Dufort is the Council's Legislative Liaison

The high tech sector is quite diverse, made up of companies from large employers perhaps in the business of supplying our defense efforts...or providing the latest software solutions or mired in the health technology business to companies on the other end of the spectrum; it is also fueled by start-ups that possess the latest and greatest idea that very well may be the next big thing. Our members are technologists, engineers, innovators and employers. The one thing they have in common is a willingness to leap and launch, grow and employ. They also have the willingness to do so here in New Hampshire. For those reasons, our public policy philosophy is always cognizant of the need for a custom approach, and the need to hit one main qualifier; what makes sense for the tech business owner and operator in New Hampshire.

As a result, our "Fix it Five" model focuses on five distinct areas: (1) creating better access to capital; (2) supporting access to state level funding for innovation; (3) supporting STEM education in higher education in order to fuel workforce development; and (4) concern about taxation and (5) concern about regulatory matters.

We approach each of these areas separately; but never in a vacuum. Just as a tech business owner or operator must take each part of their business head-on without discounting another area as dispensable. A CEO must make sure all aspects of the business are getting consistently tuned up, and not at the expense of the other. Beware of the operator who claims that, 'this is the year we are going to only pay attention to human resources, forget all that production and marketing fluff.'

We do our best to model the good operator approach by monitoring, supporting (and yes fighting) policymaking that affects all five policy areas. It's never in a vacuum, and never with the approach that one policy area trumps all others. Because of this, we do find ourselves in an interesting middle ground at times.

Our members do indeed support cutting business taxes; it makes a difference in their margins so they may invest more back into the business, but at the same time, workforce development is never far from any operator's mind. There are proposals out there on both sides of the aisle that touch each policy area, and we will continue to support good policy, and to act as a source of information about our industry.

Of course, whatever proposals are on the table are wrapped with one central issue; the current process on the 2016-2017 biennial budget. The Governor's budget proposal included a number of line items that support the tech sector; this is an area her administration has consistently been supportive of. Included in the Governor's proposal are a variety of proposed education, workforce, and economic development proposals such as: an increase of \$13 million over the biennium compared to FY 2015 for the University System of New Hampshire; a \$6.5 million increase over the biennium compared to FY 2015 for the state's community college system; increased funding for Small Business Development Centers; additional funding for education and accelerator programs at business incubators; funding for a STEM specialist at the Department of Education to modernize the state's STEM education efforts; and, the expansion of a pilot program between the bureau of adult education and the community college system to help adults enhance their skills prior to attending community college. A common theme is STEM, and to view the Council's official policy statement on STEM initiatives. To view the report on the Governor's Task Force on Science, Technology, Engineering and Math Education Task Force (STEM), [click here](#).

To view the priority bills that the Government Affairs Committee, and ultimately the Council's board of directors approved, [click here](#).



Check out the recent NHBR article Featuring NH MEP

Recently a [survey completed by the NH Manufacturing Extension Partnership, NH-MEP](#), a NH High Tech Council partner and member, reaffirmed what the Council knows well to be true; a major concern for all manufacturers, high tech and traditional, is a developed and skilled workforce. Over half of respondents cite that this is detriment to growth. As for other factors required for growth, nearly 80% said that technology was important, very important or extremely important for growth. To read more about this inside look [click here](#).



Where Amazing TechWomen|TechGirls Gather

by Catherine Blake, Chair

**We heard you loud and clear, where are the women?
We listened and we responded.**

Introducing TechWomen|TechGirls, a strong community of women enthusiastic about technology and supporting efforts where girls are exploring STEM as a career or area of study.

To launch TechWomen|TechGirls, we recently gathered and celebrated the third annual Girl's Technology Day. This event, organized by the State of New Hampshire's Department of Education, took place over two consecutive days on two college campuses and galvanized high school students around pursuing STEM degrees and careers.

Girl's Tech Day by the Numbers:

- 2 Days
- 2 Community College Campuses
- 50 Chaperones
- 374 High School Girls
- 13 Schools Represented
- 40+ Volunteers on Steering Committee and Workshop Leaders
- 13 Onsite Volunteers
- 10 Robots
- 20 STEM Track Sessions
- 1 Governor Speech
- 1 Commissioner Speech
- 2 Keynote Appearances by local TechWoman Executive
- 2 Welcoming Addresses by women Community College Presidents
- 2 Winners of the STEM Essay Contest
- Too many to count, hilarious STEM selfie photos for the digital media contest!

Day one took place at the New Hampshire Technical Institute and Day two was hosted at the Manchester Community College. Participating high schools used their own selection process to determine which girls would qualify for attending this special event. More than 30 participated in the STEM essay contest where they expressed in their own words, why STEM is an important educational and career pursuit, especially for girls. After the welcome, president's address, and



keynote speeches the girls attended three of twenty simultaneous track sessions on topics like 3D design, 3D Rapid Prototyping/Printing, Vex Robotics, Cybersecurity, Website and Logo Design, Microbial Fuel Cells for Alternative Energy, Engineering Analysis, Submarine Escape and much more.

Each workshop was led by local experts who donated their time and energy to put together a one hour program over two days and run multiple times. The speakers represented organizations such as NASA, Portsmouth Naval Shipyard (Naval Sea System Command), Autodesk, DYN, BAE Systems, University of New

Hampshire's Interoperability Lab, HVAC experts, engineers, professors, marketing and graphic designers. During lunch vendor fair tables were staffed by college and company recruiters who spoke to students as they explored options in a STEM-like future.



Why is Girl's Technology Day and the New Hampshire High Tech Council's TechWomen|TechGirls initiative so important? In the words of one essay winner:

"One of the most important reasons girls are not pursuing STEM careers is the lack of encouragement by role models both real and in popular culture. There is also a lack of leading by example for these young girls. If you were to approach almost any girl and ask them to name three female scientists they would not be able to, but if you conduct the same test, asking for male scientists, most would easily be able to."

What is the solution? In her own words, one of our essay winners expressed:

"There are many more ways to break the barriers stopping girls from pursuing STEM careers and these are only a few but something must be done now to increase the frequency of young girls choosing these careers for the benefit of all."

On behalf of the New Hampshire High Tech Council and TechWomen|TechGirls, we have heard your voice and are ready to dedicate ourselves, not just another committee, but a movement. Stay tuned and please get involved. ■

Member News

Rise to the NHCBE Challenge

Matt Pierson, a leading New Hampshire entrepreneur and [New Hampshire Coalition for Business and Education](#) supporter has issued a challenge to open up the [NH High Tech Council's annual Entrepreneur of the Year](#) celebration to female STEM students.

Pierson will be underwriting the attendance of a lucky 50 individuals to this special opportunity to network, meet NH tech leaders, attend the delivery of a keynote address from Carly Fiorina, and hear the announcement of the 2015 Entrepreneur of the Year. "With a keynote who was the first woman CEO of a Fortune 50 business, it felt more than appropriate to give a little encouragement to some of our state's female students studying in the STEM field. That is exactly the type of workforce both the NH High Tech Council and the NHCBE aim to nurture; young female, and male, students."

To learn more about the Entrepreneur of the Year and to become one of the lucky recipients, [REGISTER HERE](#) and use the special code NHCBE2015 to gain your free seat.

CDFA Grants \$160,000 to Lebanon for Start-up Tech Company

Eight jobs will be created and a Lebanon technology company will get the financing it needs to get off the ground thanks to the grant from the Community Development Finance Authority.

CDFA has approved a Community Development Block Grant award of \$160,000 to the town of Lebanon, which will convert the money into a loan for [FreshAir Sensor Corporation](#). A condition of the financing is that the company pledges to create eight jobs with benefits, the majority of which will be available to people currently of low-to-moderate income.

Finish Line PDS Announces New Whitepaper on Product Development in a Small Company

The technology explosion of the early 80s created a plethora of niche market technology businesses. These businesses grew up in a world where a couple of engineers could create a new product category by applying enabling technologies that were rapidly decreasing in cost, size and power. Many of these new products created niche markets that, although quite profitable, never achieved significant scale. These businesses typically have very long product cycles as investments in product improvements must be calibrated against a ROI of the development cost. This paper examines the unique challenges

that small companies face in developing technology products and outlines some strategies that can be deployed to remediate these issues. Read the full [whitepaper here](#).

Leading Homeland Security Pioneer Joins UNH Manchester Faculty

The University of New Hampshire at Manchester announced that James Ramsay, Ph.D., M.A., CSP will join its faculty in the summer of 2015. Ramsay will lead the creation of a new Homeland Security area of study at the university. Ramsay comes to UNH Manchester from Embry-Riddle Aeronautical University, where he served as the founding chair of the department of Security Studies and International Affairs after creating the program in 2006.

XMA Corporation Announces CRYOGENIC Product Family Developments

XMA Corporation, an industry leader in microwave and RF component technology, announced further developments of their CRYOGENIC product family of attenuators, adapters, and terminations, expanding performance parameters into the 4 Kelvin (-273.15°C) temperature range. Technical advancements with thin film design and fabrication at XMA, allows performance levels to reach new milestones with Millimeter and Microwave RF products. XMA Corporation, powered by Omni Spectra®, now offers a complete line of CRYOGENIC RF, coaxial passive components that range from DC to 50GHz in frequency range using various industry standard connectors.

Women in Technology Roundtable, Thursday, April 9

Congresswoman Annie Kuster invites you to participate in a Women in Technology Roundtable on Thursday, April 9 from 9 to 11:30 am at the Nashua Community College, 505 Amherst Street, Nashua. For more information or to RSVP, contact Hannah Bassett at hannah.bassett@mail.house.gov or 226-1002.

Red River Technology Lends Support to Vets

Red River Technology has partnered with Operation Hat Trick to support veterans. Operation Hat Trick started at the University of New Hampshire to generate awareness, support and funding for the recovery of America's wounded warriors, both active service members and veterans. The group sells branded merchandise, then turns around and gives all of the proceeds to organizations that provide direct services to veterans in need. Read the story at the [Union Leader](#).

Continued on next page

Welcome New Members

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Deane W. Navaroli, President
23 Silver Lake Road, Hollis, NH 03049
603-315-0808, dnavaroli@william-reeves.com
www.william-reeves.com

William & Reeves LLC is a commercial real estate Deane W. Navaroli, Principal of William & Reeves, has enjoyed more than 21 years in commercial real estate in varying capacities and disciplines, gaining valuable knowledge and experience at all levels of management. To date, Deane has successfully negotiated more than 4.5 million square feet of leasing transactions throughout New England and the Mid-Atlantic states. He has also been involved, in varying capacities, with the acquisition and disposition of 3.2 million square feet of assets, and performed due diligence on more than 4.9 million square feet of various types of properties.

Proulx Oil & Propane

Jim Proulx, President
P.O. Box 419, Newmarket, NH 03857
603-659-7011, info@proulxoilandpropane.com
www.proulxoilandpropane.com

Proulx Oil & Propane is a family owned and operated company located in Newmarket and Epping, serving residential and commercial customers in New Hampshire and Maine with additional operations in Center Conway. Proulx's dedicated personnel provide customers with prompt, dependable service with a full complement of propane and fuel oils along with the most modern equipment and delivery technology available. Proulx Oil & Propane has received Energi's 2014 Excellence in Risk Management Award for being a leader in the implementation of Energi safety and risk management programs.

Market Street Talent

Jennifer Gray, President
111 Maplewood Avenue, Portsmouth, NH 03802
603-431-0070, jgray@marketstreettalent.com
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Market StreetTalent is a specialized staffing and consulting firm focused on staffing solutions for Information Technology and Interactive Marketing positions. The firm is heavily invested in the IT vertical. With offices on the Seacoast of New Hampshire and Washington, D.C., Market Street Talent services companies across a wide range of industries in all 50 states and Canada. Their mantra and mission is "IT recruiting is what we do."

Geneia

Heather Lavoie, COO of Geneia
and President of Geneia Innovations
2500 Elmerton Avenue, Harrisburg, PA 17177
(717) 541-6156, heather.lavoie@geneia.com
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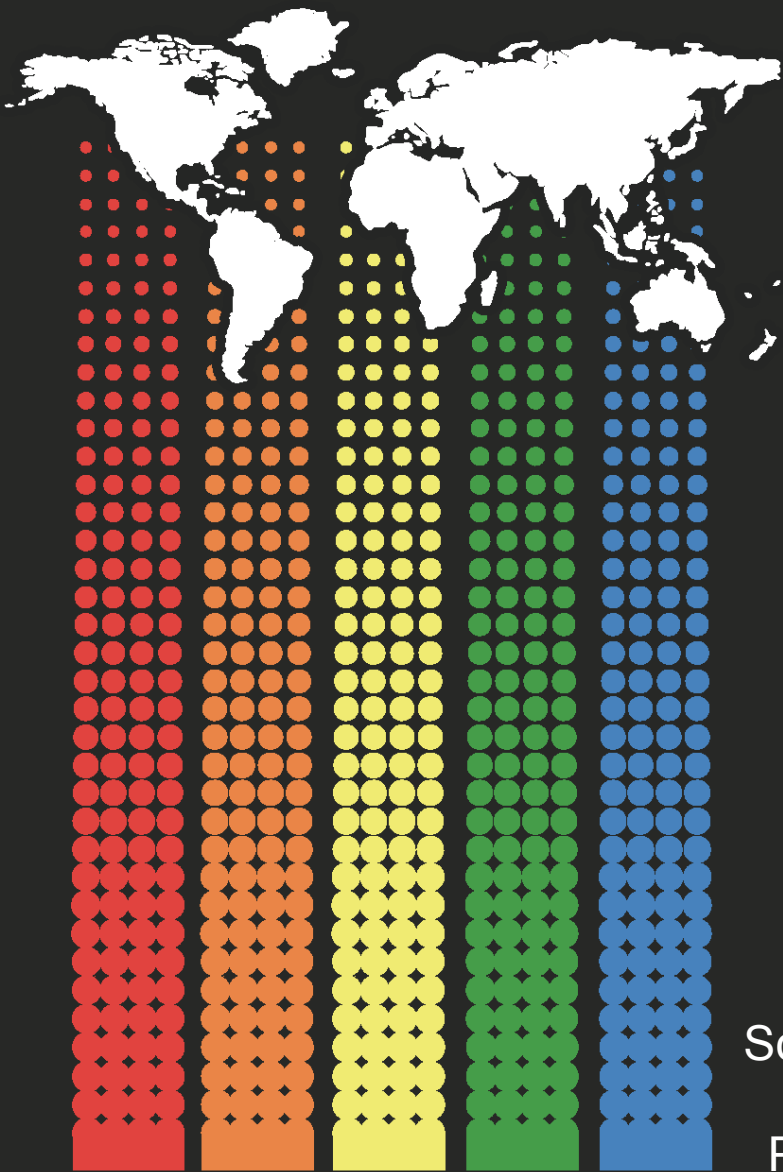
Member News— continued from page 10

AlignRevenue Wins Incubator Space at Nashua Technology Park

AlignRevenue, Inc. has been awarded a free, private office suite for a year in the Flatley Innovation Center at the Nashua Technology Park (NTP) as part of the 2014 Flatley Challenge. The Flatley Challenge is designed to assist entrepreneurs in the fields of IT, communications, storage, connectivity, robotics, medical devices, life sciences and other leading-edge technologies. It is intended to stimulate the development and growth of early-stage companies by providing them both a first-class workspace and the opportunity to interact with world-class companies.

Greater Manchester Chamber of Commerce Seeks Leadership Greater Manchester Applications

The Leadership Greater Manchester program strives to cultivate leadership resources within the greater Manchester community by giving potential leaders a well-rounded, in-depth look at issues facing the region and the opportunities that exist to guide us into the future on solid ground. To begin your application for the class of 2016, [click here](#).



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