

Innovation & Entrepreneurship — Journalist Scott Kirsner to Keynote NH High Tech Council 2012 Entrepreneur of the Year Event



Scott Kirsner
EOY Keynote

Scott Kirsner, well-known journalist who covers the technology sector for the *Boston Globe*, will deliver the keynote address at the NH High Tech Council's 2012 Entrepreneur of the Year (EOY) Awards Dinner. The 24th annual EOY event will be held on Monday, May 7, at 5:30 pm at the Radisson, Center of New Hampshire in Manchester.

Established in 1988, the NHHTC EOY Awards Dinner serves as the signature event for the Council. To date, the Council has recognized more than 50 New Hampshire entrepreneurs

for their significant contributions toward advancing technology and demonstrating leadership, ingenuity and innovation. The evening event attracts more than 300 tech industry leaders from across the region and includes networking, a dinner, the keynote address, and this year's Entrepreneur of the Year awards ceremony.

"Scott knows the tech sector better than most everyone on the East Coast. He is an excellent public speaker and regularly engages with the wider community of entrepreneurs across the country. We're fortunate to have him as our keynote and look forward to an informative and entertaining presentation," said Tom Daly, chair of the Council Board.

From newspaper columns to blogs to books, Kirsner has a passion for writing about innovation and entrepreneurship. His "Innovation Economy" column appears each Sunday in the *Boston Globe*, and he has been a regular contributor to *Fast Company*, *BusinessWeek*, *Variety*, and *Wired*. Kirsner's writing has also appeared in the *New York Times*, the *Hollywood Reporter*, *Salon*, the *San Jose Mercury News*, and *Newsweek*, and he has authored several technology-based books.

In addition to his career as an author and journalist, Kirsner serves as the program chair for three regional events focusing on innovation: the Nantucket Conference, Future Forward, and the Convergence Forum.

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Annual Membership Survey — We Need Your Feedback!

In the coming weeks, the Council office will be distributing its annual survey electronically to the NHHTC membership. Your participation in this year's survey is one of the most important actions that can be taken, as the results obtained from the survey will

provide primary guidance to the Council's Board of Directors regarding the services, programs, and activities of the Council in future years. As a review of the efforts of the Council to date, the member survey is our formalized evaluation of the Council and its Board of Directors.

The survey will cover a broad range of topics, including evaluation of our past activities to date:

- Measurement of impact of our programming upon your business in New Hampshire by providing opportunities for networking, recognition, and exposure.
- A rating of the effectiveness of our legislative work to ensure that we keep New Hampshire a business friendly state.
- An evaluation on the Council's impact to drive workforce development in New Hampshire.



Tom Daly
NHHTC Chairman

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Thank you to our Corporate Sponsor Program participants





NH Legislature Pushes The Envelope

Fred Kocher, NHHTC President

Whether it's taxes, spending, education, healthcare, or the state pension system, this session of the NH Legislature is pushing the envelope like it hasn't been pushed in recent memory. An example of this occurred in the House Judiciary Committee, where a bill would have allowed the Supreme Court to determine the constitutionality of judicial acts and the Legislature to determine the constitutionality of legislative acts. According to my source, the bill would have the Legislature pass laws and then determine whether they were constitutional. Thankfully, after deliberations, this twist to separation of powers was deemed inexpedient to legislate. However, another bill that passed the House would strip the judicial branch of its rule-making authority – an issue where some legislators claim that court administrators have used rule-making power to dilute the clout of lawmakers and the Governor. Other legislators feel it's a violation of the separation of powers. While this isn't an issue that would normally make this report, it does show the degree to which this Legislature is pushing the envelope.

On a more realistic note, this is a business-friendly Legislature, however, the legislative process has three legs that have rarely been in agreement on anything – the House, the Senate and the Governor. So, it will be most interesting to see what finally emerges on the following bills and as the session progresses through its second half, and as two legislative commissions make recommendations on taxes and state government's relationships to businesses.

Here are some key legislative issues that the NH High Tech Council is following:

- **R&D Tax Credit:** The Council's top issue this session is the proposed increase in the overall cap on the R&D tax credit against the Business Profits Tax and the Business Enterprise Tax. We testified in favor of SB-295 before the NH Senate Ways and Means Committee which was unanimous in its support of the bill, which doubles the cap from \$1 million to \$2 million, and thus increases the number of companies that might receive a credit. The entire Senate then voted to pass the bill. In the past two years, the dollar amount of requests for the credit has exceeded \$2 million. There is indication from a key member of the NH House that it will be pushed for approval in that chamber. We thank Senator Bob Odell (R-Lempster) for his key sponsorship of this legislation. The bill now goes to the House.
- **Community Colleges Tax Credit:** NHHTC also testified in support of SB-405 that would have provided a tax credit against the Business Profits Tax for businesses

that contributed to NH's Community Colleges for scholarships and for workforce development programs. The NH Senate Ways and Means Committee recommended it, but sent it to interim study until next session. The NH House Ways & Means Committee has a similar bill that it recommends, and is sending it to the Senate for approval this session.

- **Casino Gambling Revenues to Lower Business Taxes:** A bill in the NH House that would create four casinos in NH, and use revenues to reduce business taxes in NH, has been easily defeated. The NH Senate has a similar bill that is still in play. Salem has a particular interest in locating a casino at the Rockingham Race Track. A move by MA to create several casinos appears to have pushed certain NH legislators in this direction. The NHHTC Executive Committee has discussed the idea of using casino revenues to lower business taxes, and its preliminary opinion is that the issues of building casinos and business tax reduction ought to be considered separately, stand on their own merits, and not be combined in one piece of legislation. We will continue to monitor such legislation in the Senate and developments as they occur.
- **Right to Work:** House Bill 1677 is similar to legislation from the 2011 session, which passed the House and Senate, but was vetoed by Governor Lynch with a subsequent override vote that failed. This year's bill allows employees within union organizations to choose whether or not to support that union financially as a member of the union or to pay other "agency fees" for non-member representation. In short – it bars unions from requiring non-members from paying for representation. The House and Senate are likely to pass it again this year, and the Governor is expected to veto it again. The Council took no position on this bill.
- **Commission to Study Business Taxes:** A commission created by the Legislature is studying the present system of business taxation in NH, including, but not limited to, the rates and allocation among taxpayers of the Business Enterprise Tax, the Business Profits Tax, and the Interest and Dividends Tax. One of their goals is to provide a business tax environment that enhances the growth of jobs, income in the State, and the transition to clean and renewable energy. The Commission is also looking at safe harbors for reasonable compensation deduction. The Commission's report is due Nov. 1, 2012. If any NHHTC member wants to contact the Commission, let NHHTC staff know via the Council office at info@nhhtc.org.

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One of the most important questions we'll ask on the survey relates to the Council's mission and the efforts of its Board of Directors. The Council's mission statement reads: "The Council brings together representatives from the private and public sectors to establish and maintain financial, technical, legislative, and educational programs that support research and economic development efforts that help New Hampshire lead in entrepreneurship and business on a national level." Worth thinking about and reflecting upon today is your opinion on the Council's effectiveness of meeting the goals set forth by our own mission statement.

Lastly, we'll be asking you, our membership, to identify services or programs that you need to help better succeed in New Hampshire's economy that could potentially be provided by the Council. The Board of Directors has been discussing a variety of options, including:

- Educational programs and assistance on international trade, including import and export programs.
- Focused networking events by industry sector, including defense, advanced manufacturing, and software/IT.
- Additional Council office services to include business outreach and networking assistance.

Your participation is critical! As stated, it is important that every Council member participate in our electronic survey. We will be using e-mail as our primary means of distribution of the survey, so it is important to ensure that the Council has your email address on file. If you aren't receiving our electronic newsletters (sent almost weekly), we don't have your current email address. If this is the case, please head over to our brand new website at nhhtc.org/contact-us/ and drop us a line with your up-to-date information. ■

EOY Keynote Speaker — Continued from Page 1

Major sponsors for this event include Dyn, Inc., FairPoint, Raytheon, Nanocomp Technologies, Cook Little Rosenblatt & Manson, Baker Newman Noyes, Harvard Pilgrim Health Care, Dunn Rush & Co., Good Leads, John J. Flatley Co., and CATechnologies.

The selection process for the 2012 competition is well underway. A panel of judges that include past winners and leading entrepreneurs is currently reviewing applications. The 2012 NHHTC EOY recipient(s) will be recognized at the end of the event on May 7th.

For more information about the NHHTC Entrepreneur of the Year Awards Dinner, or to register for the event, please visit www.NHHTC.org or e-mail info@NHHTC.org. ■

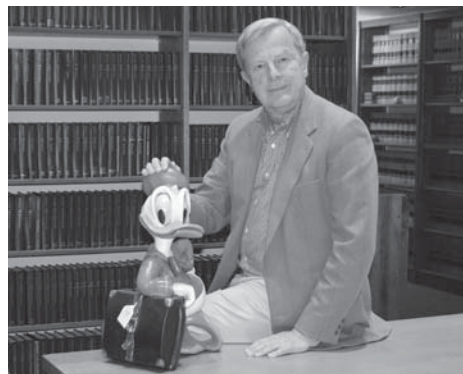
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Water and Sole

By Catherine Blake, President, Sales Protocol International

NH HIGH TECH COUNCIL Entrepreneur Forum

We're not talking about spiritual revival, but rather two hot companies looking to change the way we look at our health through beverages and footwear. The New Hampshire High Technology Council's Entrepreneur Forum's last event featured Doug Clark, CEO of New England Footwear Manufacturing and Derek Hopkins, CEO of Liquid Health Labs speaking to a packed house. Their products both have IP that innovate traditional approaches to two age-old markets – drinking water and shoes.

New England Footwear Manufacturing's goal is to disrupt the paradigm in manufacturing and materials through their lean manufacturing process that uses no cement and results in a light, breathable, durable product. The best part? Made in America. Contrast that with 98 percent of athletic footwear today, which is made in Asia using the cut, cement, stitch method creating significant waste. Design-wise, the mass manufactured athletic shoes lack New England Footwear's secret sauce: "Surface 3D."



Presenter Doug Clark,
President of New
England Footwear

CEO Doug Clark defined Surface 3D as directly applying (molding) material to the exterior of the shoe using a low pressure, low temperature process. How lean is it? According to Doug, ten times more productive versus cut, cement & stitch. And, he should know. Doug was the Chief Innovation Officer at Timberland and has 30 years experience designing footwear at global leaders like Nike, and Reebok. His partner and president, Jim Sciabarrasi was the former vice president of sourcing, logistics &

quality at New Balance and is a lean manufacturing supply chain expert. Surface 3D is like having your skeleton on the outside of your body, instead of on the inside. Their designs are sleek and modern.

Our distinguished panel consisted of Frank Allen, Senior Vice President of Global Sales for Saucony, Dr. Mark Hecox, Professor of Sports Management, Southern New Hampshire University, and Kevin Hynes, Senior Vice President of Product Development of Collective Brands. One brilliant idea that came from the panel was to change the future model by selling the Surface 3D process in a B2B model rather than selling shoes in the current B2C model. Other recommendations were to focus on an application market such as medical footwear or the diabetic market. In the company's favor is the reported 15-18% cost increase in China and uncontrollable annual cost

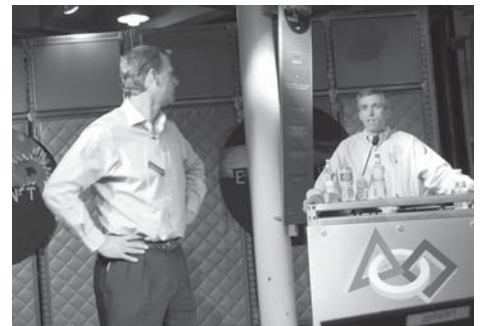
creep (cost of petroleum). The good news is keeping things in America helps. Currently, the preeminent design trend is "minimization," like the guys seen running barefoot or in five finger shoes. If New England Footwear Manufacturing can trend toward taking more out of the shoe to make it even lighter and more flexible going forward, then they can better race neck-to-neck with leading brands...fewer bones, more sole!



Doug Clark, with Panelists' Frank Allen,
Dr. Mark Hecox, and Kevin Hynes

Next we heard from Derek Hopkins, President of Liquid Health Labs, who is about to change the way we drink bottled water. His proprietary technology, PowerCap® is in a category called dosing cap delivery systems. Take the water bottle on

your desk, screw off the plastic top, and screw on PowerCap infusing a vitamin, immune support, or flavor mix, shake, and drink. PowerCap can be applied to the sports beverage, Pharma/OTC, veterinarian, and cosmetic industries.



Matt Benson introduces presenter Derek
Hopkins, President of Liquid Health Labs

One scenario for PowerCap is hangovers. Check out their brand, appropriately called "Last Shot." What causes the feeling of a hangover and how does Last Shot help protect you? Toxins, dehydration, and electrolyte imbalance, of course. Other applications are premeasured medicine doses for over-the-counter drugs, veterinary meds, and instant health and beauty elixirs. How about cleaning products? With their three styles of caps, you can decide if the PowerCap push, twist, or universal cap works

best for your application. Also, storing the active ingredient in the cap keeps it fresh whereas water mixes can lose their effectiveness during shelf life. Plus the caps are 100% recyclable.



Derek Hopkins and Panelists' Ned Desmond, Gerry Martin, and Bob Wilkins

Our esteemed panel included Gerry Martin, Vice President of Marketing for Polar Beverages, Bob Wilkins, Founder of Freepricealerts.com, and Ned Desmond, Senior Beverage and Food Consultant. Not surprisingly, the unanimous advice was licensing over branding. Focus on the technology rather than trying to compete with large national brands. Let them figure out what to do with the caps and remarket them either alone in an end-cap, no pun, strategy or as part of a new beverage. According to Mr. Martin, it takes over \$1 million to get a new consumer beverage off the ground, Red Bull being the exception. No one mentioned a Red Bull, Grey Goose, Last Shot bundle – now we might be onto something.

Like all of our Entrepreneur Forum events, we all walk away a bit smarter with principals we can apply to our own businesses. And in this case, with a new start on good health and a bit of sole! ■

See you at the next Entrepreneur Forum!

Council Member Database Now Available

The High Tech Council's member database on our website is now live. This secure database is for members only and includes core information such as company name, description, industry, contact name, and website. It's a great way to find Council members that provide services you may need and to make new local connections.

To access the database, go to NHHTC.org, click on the networking tab and then the member directory link. Enter your e-mail address and the system will e-mail you a password. If your e-mail address has changed or has not been entered into your company profile, e-mail info@NHHTC.org and the Council staff will take care of this.

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NHHTC Website — Photos Needed!

We've launched our website with a fresh, new and simplified 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 looking for photos of member companies in action. If you have quality images (jpeg) you would like to share that demonstrate your technology or service in action, please send them to info@NHHTC.org.

NHHTC.org

High Tech Council Now Part of the Defense Technology Initiative and Innovation Access Network

The New Hampshire High Tech Council is now aligned with two important regional initiatives that will help the region demonstrate the importance and impact of the defense and technology sectors across New England. The Council entered into a Memorandum of Understanding (MOU) with the Defense Technology Initiative (DTI) and Innovation Access Network (IAN).

The Council will become a regional partner of DTI (www.defensetech.net), born from the region's successful 2005 Base Realignment and Closure (BRAC) efforts. DTI is currently working to implement a collaborative and sustainable New England-wide strategy to strengthen the region's defense technology cluster and position it to serve a greater share of increasingly technology-oriented federal mission requirements.

IAN (innovationaccess.org) is an open portal that leverages concepts of social networking capabilities to create a centralized brokerage network, or technology exchange, of innovation where stakeholders in the technology pipeline can promote, search, connect and thrive. Whether a startup, an established company, or a government agency, IAN supports the creation of relationships based on technology offerings and requests for licensing, manufacturing, distribution, exploitation, procurement and joint development.

"The New Hampshire High Tech Council is pleased to be part of these two regional efforts that promote across the border collaboration and ultimately benefit the New Hampshire economy," said Matt Cookson, executive director of the Council.

The partnership will allow High Tech Council member companies to join DTI and IAN at reduced rates. DTI members gain access to proprietary research on defense-related economic trends in the region. IAN provides broader exposure to the Council's efforts while introducing members to potential business opportunities. For more information on DTI and/or IAN, please contact Chris Anderson at chris@defensetech.net. ■

The NH Office of International Commerce launches 'STEP' Grant Initiative

By James McKim, NHHTC Representative to the NH International Trade Advisory Council



James McKim

Tech companies in the aerospace sector are encouraged to get involved

New export opportunities are available for New Hampshire companies in key sectors as a result of the NH Office of International Commerce's (OIC) involvement in the federal government's State Trade and Export Promotion (STEP) Grant Initiative.

Funded by the U.S. Dept. of Commerce, the program is a result of a partnership between the Eastern Trade Council, Small Business Development Center, U.S. Small Business Administration, the New Hampshire International Trade Association, the High Technology Council, and the office of Sen. Jeanne Shaheen. STEP aims to enhance international trade resources for small businesses in New Hampshire.

The goals of the New Hampshire program are to provide access to Eastern Trade Council activities and resources, develop trade opportunities in the aerospace sector, and develop opportunities in China. China is the state's 3rd largest trading partner with approximately 168 partners worldwide exported over \$400 million in goods in 2010.

As part of the STEP program, events are scheduled to provide participation in a trade mission to Asia, the world-renowned Farnborough, England Air Show in July and a trade mission to Montreal in September. Any small business, per the SBA definition of having less than 500 employees, interested in the aerospace industry are eligible to join STEP.

Program assistance includes offsetting participation costs to targeted trade shows and trade missions; provide dedicated point of contact to small NH business in developing and coordinating the activities set forth in the grant; and access to regular updates and statistical reports regarding commodity trading, emerging markets and key trends developing in businesses. These items are extremely valuable in the state providing guidance and information to NH small businesses as they look to enter new markets.

For specifics on the STEP Grant Initiative, contact Tina Kasim at the Office of International Commerce at (603) 271-8444 or nheconomy.com/international-trade. ■

- **Commission to Review the Relationship Between NH Businesses and State Government:** Another commission created by the Legislature is reviewing all aspects of public policy, including data interchange, technology requirements, legislative initiatives, and casual requirements to craft a plan that allows a “one stop” place in state government for the business community to get information and offer comments. A final report is due Dec. 1, 2012. If any member of the Council wants to contact this Commission, let NHHTC staff know via e-mail at info@nhhtc.org.
- **Worker’s Compensation Safety Program and Inspection Fund:** In an effort to decrease the state government’s administrative burden on very small businesses, House Bill 1587 would change the number of employees an employer must have to be subject to a workers’ compensation safety program from 10 to 15. It would also reduce an administrative penalty for noncompliance from \$250 up to \$1,000 a day. And, the worker’s compensation safety inspection fund is repealed.
- **Limited Liability Companies:** Senate Bill 203 has new provisions that make the LLC law more user friendly and with less red tape. There is a new definition of the fiduciary duties of members and managers and the elimination of ambiguities in the law. It better defines terms such as allocation, distribution and dissolution. The bill does not address taxation. It has passed the State Senate Commerce Committee and is a priority bill for the Senate this session. State Senator Jeb Bradley is the prime sponsor. There are some 40,000 LLCs in NH.
- **NH Business Corporation Act:** Senate Bill 205 revises the NH Business Corporation Act. It allows for electronic notification for corporate governance and meetings, it addresses management of conflict of interest and business transactions, it expands the opportunity for conversion to a business corporation, and it provides an objective test for shareholders votes on the sale of the assets of a business. The Senate Commerce Committee indicated the bill ought to pass. State Senator Jim Luther is the prime sponsor.
- **Constitutional Amendment on Education:** CACR-12 is a proposed constitutional amendment that would put flexibility into state law and allow the targeting of school aid to the neediest communities and do away with the per-student grants in state aide. It’s seen as a means to stabilize the business tax climate while providing the educational foundation students need. While it has passed the State Senate, there is still disagreement between the Senate and House on certain wording, and the House is more interested in approving language that would render the State Supreme Court’s Claremont decisions, that created the current funding system, null and void. Governor Lynch is ready to sign the Senate bill – if he gets it.
- **Out-of-State Health Insurance:** A bill that would allow NH businesses and individuals to shop the country for health insurance has passed the State Senate. Senate Bill 150 would allow businesses to buy insurance in states where they might get better prices. The issue that remains is some concern that it would expose NH businesses and consumers to companies that aren’t regulated by NH. Still tracking.
- **Limit Taxes or Spending?:** The NH Senate and NH House are engaged in a vigorous debate on whether or not to limit taxation or spending. A proposed constitutional amendment in the NH House would require 60 percent of lawmakers to vote in favor of raising taxes or borrowing. In the NH Senate, the President, Peter Bragdon, wants a cap on spending in state budgets. It’s not clear where this will end up legislatively. If there is agreement between the two chambers, it would be on the November ballot.
- **Electronic Tracking Devices:** House Bill 445 prohibits the use of electronic tracking devices to track an individual with consent or without court order. This includes any device or mark or application that is actively or passively capable of transmitting electronically the path of an individual – ie: global position satellites. This prohibition would extend to bar codes, an enhanced 911 system, commercial mobile radio service, etc. The bill has been referred to study, thus it could resurface.
- **Net Operating Loss Carryover:** House Bill 242 would increase the net operating loss carryover from \$1 million to \$10 million on or after January 1, 2013. Current law increases it on July 1, 2013. The proposed change would allow fiscal year filers who have taxable period end dates from January 1, 2013 to June 30, 2013 to start generating greater net operating losses sooner.
- **Threshold Amounts for Taxation Under Business Profits Tax:** House Bill 1418 increases the threshold amounts for taxation under the Business Profits Tax from \$150,000 to \$200,000 of gross business receipts or an Enterprise Tax Value Base of greater than \$100,000.

NOTE: Most of these legislative proposals are still in the legislative process at this midway point in the current legislative session. We will update this report as they become final. We encourage you to contact your House Member or Senator if you have questions or concerns about any of these items. A listing of names and contact information is online at the NH General Court website. Or, call the Council office at (603) 935-8951 for assistance. ■

The Entrepreneurial University

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

This article is the first in a regular series with a particular goal in mind- to introduce the NHHTC readership to the issues related to the commercialization of technology and ideas from the university setting. As UNH's head of technology transfer, I see research results ranging from data telecommunications to adaptive technologies for the mentally and physically challenged and all areas in between. My job is to take those technologies (many funded by the federal government) and find a partner who can commercialize and promote its broadest use to the public.

Since coming to UNH in the fall of 2010, I've been impressed with the focus and commitment of the University's involvement with outside partners and leveraging its intellectual assets (patents, copyrights, trademarks, etc). In fact, commercializing our intellectual assets is listed as the first of 10 initiatives in UNH's Strategic Plan (<http://www.unh.edu/strategicplanning/ten-initiatives-commercializing-unhs-intellectual-capital>). Our policies and processes have been revamped to support entrepreneurial activity by our faculty. I have personally spoken with many of you throughout the state to stress UNH's willingness to engage in mutually beneficial relationships with the state's businesses. I would like to showcase some of the efforts made since January 2011 to connect the state in a game-changing way.

- Created the Innovation Catalyst Seminar. On the fourth Thursday of the month, we invite thought leaders on topics related to the commercialization of technology to speak and then provide a two-hour networking session where entrepreneurs, faculty, service providers, and the public get together. And it's free. Join us whenever you can <http://www.unh.edu/research/innovation-catalyst-seminar-series>.
- Launched a statewide training program promoting SBIR/STTR funding through the NH Innovation Research Center and the Small Business Development Center. SBIR/STTR programs provide non-dilutive capital to companies for the purpose of advancing innovations of interest to the federal government. For more information, visit <http://www.nhirc.unh.edu/>
- Supported the New Hampshire Innovation Commercialization Center and Idea Greenhouse to provide services to inventors interested in bringing technology out of the labs and into the marketplace. Both resources are available to the public and do not require a university relationship.
- Created new curricula for our undergraduate and graduate students focused on both commercialization and the management of intellectual assets. I teach the latter course at UNH Manchester and it is packed with students from industries across the state.
- Promoted an effort to bring a branch of the U.S. Patent and Trademark Office, and 100 jobs, to New Hampshire (the Council also signed on in support of this effort).

And this list is by no means exhaustive. Programs like Green Launching Pad (clean energy), EPSCoR (science, technology, engineering and math education), and our InterOperability Lab (data communications) provide glimpses to the potential of New Hampshire's technology-based future.

I would guess a not-so-small subset of High Tech Council members read the title to this article and said to themselves "that doesn't exist." For many years that argument may have held sway, but today is different. Today is about an authentic relationship between your university's intellectual resources and the needs of the state, powered by people who understand how technology gets developed, commercialized, and ultimately put to good use by the public at large. The hallmark of our country's technology centers (Boston, Silicon Valley, Research Triangle Park, etc.) is maintaining superior relationships between universities and industries that look to each other to help catalyze growth. Together we can help New Hampshire fulfill its potential as the best place in the country to stay, work, and play. There's work to be done and I hope you will help me do it. Today. ■



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Nate Tennant, Kirkcommunications.com, 603-766-4945
Kirk Communications designs and develops search optimized websites, mobile sites, applications, intranets and interactive solutions that increase business revenue.

UNH Manchester

400 Commercial Street, Manchester, NH 03101
Ginger Lever, manchester.unh.edu, 603-641-4122
UNH Manchester blends liberal arts with business, engineering, science, and technology for a nationally recognized undergraduate and graduate education. The college promotes success for students, the city, and the region in a central location with flexible schedules, and blended-online courses.

Cane Systems, LLC

8 South Hills Terrace, Bedford, NH 03110
Edward Mitchell, 603-345-4332
Cane Systems provide OSS consulting and professional services to telecom carriers around the globe. With a focus on implementing COTS software products, we provide sophisticated software solutions to optimize operational efficiencies.

Member News

Four Decisions workshop, presented by **Vital Growth Consulting Group**, is for business owners and their management teams. Four Decisions™ (Mastering the Rockefeller Habits): People, Strategy, Execution and Cash. Simple, practical and applicable Execution Tools to improve your business results right away. An executable, complete quarterly plan for the current or following quarter, built with your team using Gazelles IP. For more information visit vitalgrowthllc.com/mastering-the-rockefeller-habits-workshop/

KBW Financial Staffing & Recruiting and The Nagler Group won BOB Awards as NH's Best Executive Search and Best Staffing Services.

Tonya Rochette, Vice President of **Human Resource Partners**, was recently named "Young Professional of the Year" by the Concord Young Professionals Network.

Rivier College now offers an online MBA in IT Management. The program addresses information assurance, protecting confidentiality, avoiding information breaches and more. Contact admissions@rivier.edu for more information.

Human Resource Partners is announcing Angela Closson has joined the team as a Human Resources Specialist. Angela has 13+ years of experience in Human Resources, primarily in the fields of healthcare, assisted living, and hospital settings.

UNH's Whittemore School of Business and Economics announces a new online MBA beginning Fall 2012, the only online MBA program in New Hampshire accredited by the prestigious Association to Advance Collegiate Schools of Business (AACSB). Learn more wsbe.unh.edu/online-mba

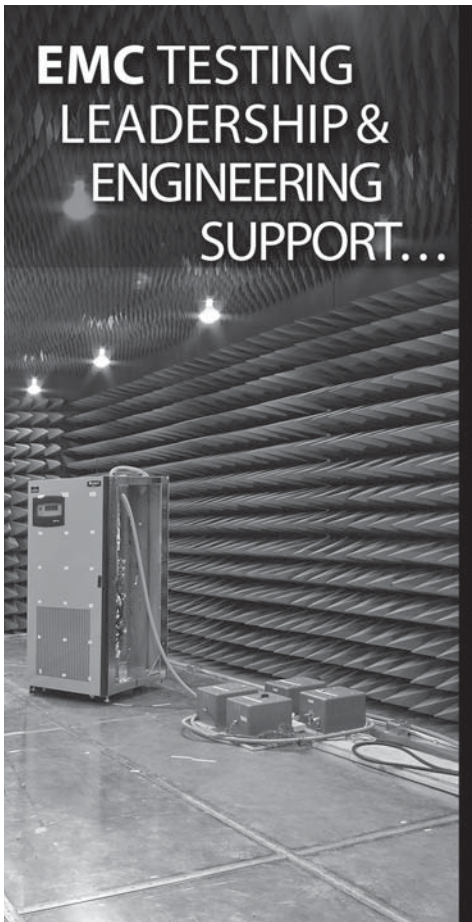
Mainstay Technologies, a High Tech Council IT support and web development firm, has recently launched their new website, www.mstech.com, in conjunction with an increased push into the website design and development market.

Good Leads® of Salem, NH was recently named Delegation Leader for Centrallia 2012 in Winnipeg, Manitoba Canada held October 10-12th. They will be recruiting 10 NH technology firms who want to sell internationally as 600 participants from 30 countries will be present for pre-selected meetings.

James W. Bail has joined **ASSIST-U.S.®** in the role of Sales & Marketing Director. Jim's responsibilities include overall guidance and implementation of the company's growing business development efforts.

RedBlack Software the independent market leader in next generation portfolio rebalancing and trading software, announced that it has relocated to a larger facility located at 166 South River Road in Bedford.

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Job Postings

Simbex: A research & product development company specializing in the areas of injury prevention, mobility & rehabilitation is currently hiring for the following position: Senior Systems Integration Engineer. For more information, go to www.simbex.com

Sparks Employment Group has partnered with a well-respected local company who is looking for a software programmer to be part of a team designing and building new POS application. Position also requires providing enhancements, maintenance and testing of our existing commercial POS application. Please send resumes to resumes@sparksemploymentgroup.com or upload onto our website nhemploymentagencies.com

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Calendar

IP Forum

April 18 Devine, Millimet & Branch, P.A. 4:00 pm
111 Amherst St., Manchester, NH
"Trademarks – The Undiscovered Country"

HR Exchange

April 25 Sheehan Phinney Bass + Green, Prof. Assoc. 8:00-9:30 am
1000 Elm Street, 17th Floor, Manchester, NH
"Enforceability of Noncompetition and Nonsolicit Agreements"

Entrepreneur of the Year

May 7 Center of NH, Radisson, Manchester, NH 5:30-8:30 pm

Entrepreneur Forum

May 30 First Place, 200 Bedford St., Manchester, NH 5:20-8:00 pm

For more information — 603-935-8951 or info@NHHTC.org

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HIGH TECH NEWS

A publication of the
New Hampshire High Technology Council

Submitting NHHTC Materials

All articles or ads should be sent to info@NHHTC.org
Editor: Richard Stephens

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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 tech companies and their service companies. Companies wishing to join, or who want more information on the Council, should go to NHHTC.org and register or call the New Hampshire High Technology Council.

For more information:

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NHHTC.org