

Combating Terrorism & High Tech Networking Summit

Summit provided New Hampshire businesses opportunities to introduce their technologies and support national efforts to combat terrorism

U.S. Senator Kelly Ayotte and the New Hampshire High Tech Council, as well as the New Hampshire Aerospace and Defense Export Consortium, hosted the Combating Terrorism & High Tech Networking Summit on January 26, 2015 at the New Hampshire Institute of Politics at Saint Anselm College. The sold out event attracted about 100 business leaders who connected with attendees from the Combating Terrorism Technical Support Office, In-Q-Tel, and the Defense Agency Research Projects Agency.

"Many New Hampshire small and medium-sized companies have technologies that will better protect the American people, support our troops, and fight terrorism, but these companies just need help navigating the confusing federal acquisition process," said Senator Ayotte. "This event connected New Hampshire high technology companies with organizations whose missions are to quickly identify, develop, and field these technologies to protect our country."



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Tech Sector 2015 — Own It, It's Yours

New Hampshire's technology sector is an economic driver for the state, employing tens of thousands of people at higher than average wages, creating jobs, and providing tax revenue back to the state. These are facts we are all proud of, and all part of, and one that I was glad to shout loud and clear in the Union Leader in an OpEd that I shared with Matt Cookson earlier this month.



Paul Mailhot,
Council Chair

What does that specifically mean for our NH tech sector? As 2015 begins, it's a great time to take a look at how we rank compared to our region and nation and look at our opportunities and obstacles for growth going forward. In order to pave the way to those opportunities and to remove those obstacles we must set a strong public policy agenda. Based on a recent survey through our national partner the Technology Councils of North America (TECNA), of which the NH High Tech Council is an active member, we are on track.

What we heard in that recent TECNA survey, and through many, many conversations the past year, is that our sector needs support to grow its businesses and the overall tech ecosystem.

Expectation, according to the respondents, is that there will indeed be growth, with 58% expecting improvement for the sector over the next six months and

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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 know 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 programs and 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 the membership.

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

Warren Denby, Authentia

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.

Ayotte — continued from page 1



The private companies and government organizations presented information on how New Hampshire companies can potentially work with them. After the presentations, the New Hampshire companies connected one-on-one with the representatives from the organizations for quick discussions to determine next steps.

"Given recent events domestically and internationally, having this opportunity for our tech companies to connect directly with federal officials in lead roles in counter terrorism was extremely timely," said Matt Cookson, the Council's executive director. "There was a lot of energy in the room and attendees clearly appreciated the opportunity to learn how best to engage with these agencies. This really was a unique opportunity and one we hope to replicate in the future. " ■



[Click here to see more photos from the Summit.](#)

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



71% expecting individual company growth. When asked what could inhibit growth, the top concern for New Hampshire companies was access to credit/capital, with 48% of respondents expressing concern as compared to 23% nationally.

And as always, a skilled workforce continues to be a major concern. Drilling down in this area and getting specific information on what skills our companies need today and foresee needing in the near term is a high priority for the NHHTC. In this survey, 78% of respondents have a moderate or significant shortage of skilled workers.

For those thinking of starting a business in the region, the Northeast ranked the highest at 48% in terms of being a top tier location for tech startups, however New Hampshire was only viewed as a top tier location by 17% of respondents while 57% gave it a mid tier ranking. We suspect that while the quality of life factor continues to attract, the high business taxes, on the other hand, is a detriment.

All of this leads to our public policy agenda for the 2015 session. From these responses and many, many

conversations over the past year with our Council members, we are organizing our approach around the top areas of opportunity for public policy action. We are calling it the Fix it Five Areas: (1) better access to capital; (2) access to state level funding for innovation; (3) support STEM education in higher education for workforce development; and (4) concern about taxes and (5) regulation. On the taxation/regulation issue 33% believe that corporate tax rates are generally too high on businesses as compared to 26% nationally.

The NHHTC continues to craft its set of legislative initiatives organized around those five key areas, and we will also be looking to collaborate with other business groups such as the new Live Free and Start initiative, the BIA and chambers of commerce to find common ground and support legislation that can advance our sector.

Our goal is to make sure we are doing everything possible to promote and grow our tech sector, reduce barriers to growth, and find better ways to access capital and the human resources needed to support our economy in 2015 and beyond. ■

NHHTC Launches TechWomen|TechGirls

The New Hampshire High Tech Council (NHHTC) announces TechWomen|TechGirls, a new forum focused on building a strong community of women enthusiastic about technology and supporting efforts where girls are exploring STEM (science, technology, engineering and math) as a career or area of study. TechWomen|TechGirls will hold programs for professional women to connect, collaborate, and explore ideas around career development, technology initiatives, and innovation. The community will also deploy volunteers and mentors to support academic STEM initiatives and events for girls across New Hampshire.



“The national data is staggering for women: Google’s workforce 30%, Yahoo 37%, Facebook 31% and LinkedIn 39% female,” said Catherine Blake, president and founder of Sales Protocol International and

NHHTC Board Member. “The tech sector is sorely behind because too few girls are pursuing studies in these growing and well paying fields related to STEM. Through this new forum, we plan to demonstrate that women can and do succeed in the tech sector and there are tremendous career opportunities in STEM.” Blake added that one of the key drivers for both girls and women is encouragement, community and mentoring.

Led by Blake, TechWomen|TechGirls is building a committee that will be planning a series of events to support networking, education, and outreach. The

first formal effort for TechWomen|TechGirls is the Council’s sponsorship of Girl’s Technology Day March 18 at the New Hampshire Technical Institute in Concord and March 19 at Manchester Community College.

Organized by the New Hampshire Department of Education and the Community College System of NH, this statewide event will promote careers in technology and support student awareness of post-secondary offerings in support of such careers. The event will attract over 500 girls who were nominated by their teachers to attend.

“We look forward to another successful Girls Technology Day this year,” said Lisa Danley, State Director of Career & Technical Education, Career Development Bureau, NH Department of Education. “This program has quadrupled in size since its beginning three years ago, expanding to two days in 2015. The recent release of the Governor’s STEM Task Force Report highlights the need to address equity in STEM career opportunities. We are eager to inspire NH’s young women to explore STEM. The NH High Tech Council’s involvement and the launch of TechWomen|TechGirls could not have come at a better time.”

If you are interested in getting involved, please contact Catherine Blake at cblake@salesprotocol.com or 603.828.7312. ■



The Council welcomes two new board members

Toral Cowieson and Laurie Glaude join NHHTC Board of Directors

The Council is pleased to welcome two new members to its Board of Directors, who were elected to three-year teams at the recent board meeting. Toral Cowieson, the Senior Director of Internet Leadership at the Internet Society, a \$37 million international non-government organization and Laurie Glaude, President and CEO of Aurora Business Solutions, LLC, an HR training, safety consulting and video production firm, both bring strong backgrounds in strategic areas that will benefit the Council and its members.



Cowieson is an experienced leader and systems thinker who has a track record of aligning people, processes and products to drive results. Her portfolio includes building a global network of technology and policy influencers and developing resources to empower end users and others to mobilize at international and regional levels. Her past roles include running Sisutek, a practice that analyzed new market opportunities for C-level executives, the Director of New Market Development for Thomson/NewsEdge, and has spoken at conferences and authored articles on business and innovation. She has served as an advisor to the MIT-PEI Entrepreneurs' Forum and on the boards of the Innovation and Technology Association of PEI and the Informational Sector Council. She was also a member of the business faculty at the University of Prince Edward Island.

Glaude is a strategist with broad expertise in helping companies achieve success in complex business environments. Her experience encompasses employee relations, benefit administration, compensation programs, training and development, safety programs, and federal and state labor compliance. Her breadth of

experience crosses many industries including manufacturing, grocery retail and wholesale distribution, non-profit and human services.

With more than 20 years in the human resources field, Glaude's experience includes serving as the Director of Human Resources and Safety at Associated Grocers of New England, Human Resources Manager at Shaw's Supermarkets and is an accomplished speaker and mentor for many HR professionals. She presents seminars on developing HR careers for the Women's Leadership Summit, Manchester Area Human Resources Association, HR Boot Camp, MetroWest HR Association and at Southern New Hampshire University (SNHU). She is an active member of her community and sits on a number of non-profit boards, most notably Child Health Services of Manchester. She has previously served on the University of New Hampshire Advisory Board and currently serves on the board of the American Nystagmus Network, a national organization for individuals with visual disabilities and served as its president.

Glaude attended SNHU and holds certification with the Human Resources Certification Institute. She is the President of Manchester Area Human Resources Association, President of New Hampshire Human Resources Alliance, and serves on the State HR Council of New Hampshire. In May of 2010 Glaude was the recipient of the Granite State HR Hero Award.

Both Cowieson and Glaude have already begun working with the Council on several projects, and bring the total count of women business and technology leaders on the board to seven. ■



Congratulations 40 Under 40 Winners

This year's prestigious Union Leader 40 Under 40 Award recipients include several Council members and individuals from member companies. We wanted to take the opportunity to congratulate the following on their accomplishment and their contributions to the community. Kudos to: Derek Barka of SilverTech; Fred Coolbroth of Rath, Young and Pignatelli; Julie Demers of UNH Manchester; Steve Dutton of McLane Law Firm; and Rick Grogan of the Keene Small Business Development Center. [Read the full article from the New Hampshire Union Leader.](#)

Volunteers Needed at Girl's Technology Day

Girl's Technology Day (GTD) is looking for volunteers on March 18 at the New Hampshire Technical Institute in Concord and March 19 at the Manchester Community College from 7:30 am to 2:30 pm. Help facilitate these exciting events that provide 500 NH girls with hands-on exploration, career and college information regarding technology fields within NH.

Interested in volunteering? Contact Courtney Ritchings at Courtney.Ritchings@doe.nh.gov or 603.573.0166.

Five employment law topics on the radar in 2015

State changes include Paycheck Fairness Act and employee social media accounts

By Nicholas F. Casolaro, associate at the McLane Law Firm

Last year proved to be a busy one for employment-related legal issues, and many changes or developments in the law will either take effect in 2015 or signal an enhanced focus on a particular subject for 2015.

Here are the five biggest:

1. New Hampshire's Paycheck Fairness Act: New laws relating to pay equality went into effect on Jan. 1. One reaffirms the requirement that employers pay employees of one sex the same as employees of another sex for equal work. Employers can vary employees' pay rates for equal work if the decision is based on a seniority system, a merit or performance-based system or a system which measures earnings by quantity or quality of protection (based on the employees' expertise, differentials in their shifts, or factors such as education, training, or experience).

The new law also requires employers to prominently display a poster about the pay equality law in the workplace, a copy of which is available for download at nh.gov/labor. Under the updated statute, employers are also prohibited from discharging, disciplining, retaliating or otherwise discriminating against an employee because they disclosed the amount of their wages, salaries or paid benefits, or files a complaint about pay discrimination.

2. Employee social media account information: Under a law that became effective late in 2014, New Hampshire employers are prohibited from requiring employees or applicants to disclose their login information for "personal accounts," including any social media accounts or services that the employee uses primarily for personal reasons. Employers likewise cannot request to be added as "friends" or contacts of the employee, as a way to gain access to the accounts, and cannot require the employee to ease the security settings on their accounts.

But the law does not restrict the employer's ability to access social media account information that is in the public domain. Another issue of note is where an employee's LinkedIn or Twitter account will fall in the definition of personal account, when those services are often used for business purposes.

3. New minimum wage for federal contractors: Employees performing work on federal contracts must be paid a higher minimum wage of \$10.10 per hour starting in 2015. The new wage applies to all new contracts entered after Jan. 1, 2015, or renewals of prior contracts where the negotiation of the renewal takes place after that date.

The law also requires employers to include a clause in their contracts with the federal government that, as a condition of payment, the minimum wage to be paid to workers performing on or in connection with the contract or any subcontract thereunder, must be at least \$10.10 in 2015 and may increase in 2016.

And while employees may spend part of their week working on a non-federal job and other parts working on the federal contract, they must be paid the higher minimum wage for the time spent working on the federal contract.

4. Federal discrimination law: In late December 2014, Attorney General Eric Holder issued a memorandum announcing that the Obama administration would now take the position in litigation that discrimination based on transgender status or gender identity was actionable under Title VII of the Civil Rights Act. The government's position will not apply to private employers, but it is important to all employers because it reflects a trend in increasing workplace protections for transgender workers. While transgender status or gender identity are not included in the New Hampshire anti-discrimination statute, Massachusetts law prohibits discrimination on the basis of "gender identity."

5. Pregnancy discrimination: In 2014, the Equal Employment Opportunity Commission issued extensive enforcement guidance on pregnancy discrimination for the first time since 1983. One issue of note is the EEOC's position that the Pregnancy Discrimination Act requires employers to provide reasonable accommodations to employees who have work restrictions because of pregnancy, even if the employee does not qualify as disabled or is not regarded as disabled under the Americans with Disabilities Act. This issue is the subject of a case currently before the U.S. Supreme Court, with a ruling expected in 2015. If the Court adopts the EEOC's interpretation, it could require employers to make substantial changes to their policies.

The guidance is also noteworthy because combatting pregnancy discrimination is part of the EEOC's strategic enforcement plan for 2015-2016. ■

This article appeared in the January 23, 2015 issue of New Hampshire Business Review

The Kocher Technology Scholarship Program

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visit NHHTC.org

The Latest in the Changing Landscape of Revenue Recognition

Timothy Brown of Moody, Famiglietti & Andronico

As most are aware by now, the FASB and IASB ("the Boards") published their joint revenue recognition standard in final form through the issuance of **ASU 2014-09, Revenue from Contracts with Customers** in May. I first did what I imagine most would; quickly flipped to the implementation section to determine when this new standard would be effective. PHEW! A first glance essentially shows the effective dates are calendar year 2017 for public entities and 2018 for private entities. Sure, private companies may elect at their option to go a year early, but we're still years away! Some additional reading quickly indicated to me that there was more to it than that...

So when is this effective?

The new revenue recognition standard must be implemented retrospectively, which means that the December 15, 2016 (public company) and December 15, 2017 (private company) implementation dates are not as far off as they may seem. For public companies presenting three years of income statement information, this new standard is effective January 1, 2015! Also include time for items such as: 1) internal controls changes; 2) new IT system upgrades or implementations; 3) considering conforming accounting changes; and 4) considering how contracts and agreements are impacted. With these additional considerations, suddenly the dates for implementation don't look nearly as reasonable.

Perhaps this new revenue recognition standard doesn't impact me?

Think again. This standard affects all entities that recognize revenue. It crosses service lines, industries and even countries. The converged standard establishes a global model for virtually all industries in U.S. GAAP, including those that previously followed industry-specific guidance, as well as companies following IFRS. Even pre-revenue entities with plans to recognize revenue by 2017 or 2018 will be impacted. For additional detail on the new model and answers to frequently asked questions, download MFA's White Paper on the topic, **Revenue From Contracts With Customers**.

The latest from the marketplace

The FASB has received several requests to delay the effective dates of the new Revenue Recognition standard. Tempting as it may be to pause adoption efforts, it is essential to stay the course for implementation. Reports from FASB Vice-Chairman Jim Kroeker via the most recent meeting of the FASB and IASB's Joint Transition Resource Group say that they are assessing deferral of the 2017 effective date of the standard due to the number of requests that

they have received on the topic. The FASB anticipates that a decision will be made by no later than the second quarter of 2015 regarding the possible modification of the final effective dates. At the recent AICPA Conference in Washington, DC, the recommendation of the revenue panel was to continue to work through and not around the new standard regardless of the effective date discussion.

Moving toward implementation

Gaining an understanding of when and how you will be impacted is critically important, as is having an understanding of the core concepts.

MFA has created an "Information Hub" as a central resource to gather up-to-date, strategic information regarding this significant accounting change in revenue recognition. Also, please feel free to reach out to me directly at 978.569.2948 with any questions you might have.

New England need neighbors to do it, so that we can be a leader in innovation. ■



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February 11 Entrepreneur Forum Preview

As the big event approaches, here are the top five things you need to know to be prepared for Entrepreneur Forum on February 11.

1. SalesGoose founder Rick Ouellette and Dr. John Apostolos and Bob Lynas of AMI Research & Development are counting on you to help them springboard their businesses to the next level during the event's interactive Q&A with the audience.
2. We've lined up some of the smartest minds in sales, marketing, research and development to advise the panelists. They are: Blair Heavey of Heavey Advisors (formerly Moontoast), Mike Morin of Stanley Innovation, Michael Barrett of Tech Resources, John Gargas of 10X Venture Partners, Gary Sloper of CenturyLink, and Jason Syversen of SiegeTech.
3. It all goes down at FIRST headquarters at 200 Bedford Street from 5:20 to 8:30 pm on Wednesday, February 11. The cost for the event is \$15 for Council members, \$30 for not-yet members, and \$10 for students. Includes food. Register at nhhtc.org.
4. This is not your typical business event. It's fast paced (no hour-long pitches here), responses and feedback are unedited (no sugarcoating, either), and the food and drinks are off the charts (thanks, TideWater catering).



5. It's one of the best ways to connect with the movers and shakers in New Hampshire who can help you find a job, launch your own business, answer a tech question, or introduce you to your next mentor. Connect ahead of time using #EF15 on Twitter, and don't be shy on February 11! ■

Who will be the next NHHTC Entrepreneur of the Year? Applications and nominations are now being accepted for EOY 2015

Are you a founder, owner or senior level manager of a New Hampshire business? Have you organized, developed or managed a high tech concept into a commercial product or service? Do you have that spark of creativity, excitement, collaboration and perseverance that embody the true entrepreneurial spirit?

If so, we want to know about you. The Council's Entrepreneur of the Year committee is currently accepting applications for the 2015 Entrepreneur of the Year. The title is shared with the leaders and innovators who helped shape New Hampshire's technology landscape and made our state such a wonderful place to start and grow a business.

The winner of the competition will be announced on May 8 at the Council's annual EOY celebration. The event attracts hundreds of influential leaders of tech-based companies from across the region and is one of the top networking events for those in or interested in New Hampshire's technology sector. Since the first EOY in 1988, the Council has recognized more than 60 New Hampshire entrepreneurs for demonstrating leadership, ingenuity and innovation within the technology sector.

For more information on the program and application process, please visit nhhtc.org, email michelline@cooksonstrategies.com or call 603.935.8951. ■



Legislative Review

Michelline Dufort is the Council's Legislative Liaison

The NH HighTech Council's work in legislative affairs is in full swing for the 2015 session; which is a budget-writing session that will prove to be a busy one. The role that our organization plays as the representative of high tech businesses large and small with our state's lawmakers is extremely valuable to our board leadership. We are as strong as our membership, and we become even stronger through coalition building with other groups with aligned interests.

As outlined by our Chair Paul Mailhot in this newsletter, the Government Affairs Committee has made a determination that the best approach to working with legislators during the 2015 session is to organize the issues under the "Fix it Five" areas. The Council will support legislative initiatives that (1) create better access to capital; (2) support access to state level funding for innovation; (3) support STEM education in higher education towards workforce development; (4) address the industry's concern about taxes and (5) the industry's concern around regulation. All of these "Fix It Five" areas were formed around the intention that New Hampshire's business climate is of utmost importance, and must be supported and preserved. The Government Affairs Committee (Live LINK) is headed by Board member Ellen Scarponi, the Director of Government Relations & Economic Development in New Hampshire for FairPoint Communications. The group meets regularly to discuss legislation, and to determine which bills fall under the "Fix it Five" areas, and whether the Council's legislative activity will be to actively lobby on a piece of legislation, to weigh in, or to monitor.



We recently hosted Governor Maggie Hassan at a Council board meeting in which she emphasized the key role the high tech industry plays for our state. The Governor advised the Council to "be bold and to be innovative." In turn, she listened to the concerns of the roomful of business leaders on current issues and concern around our "Fix It Five" areas. The Council continues to meet with legislative leadership on our areas of concern, as well as specific legislative proposals.

What we can promise you is this; the Council will look at all issues holistically, as demonstrated in the following policy statement, "The NH High Tech Council is working to promote and grow our tech sector by reducing barriers to growth and finding better ways to access capital and the human resources needed to support the New Hampshire

economy in 2015 and beyond. The Council recognizes that although New Hampshire has a high quality of life, it is also among the highest business taxes in the nation. Therefore, the Council supports initiatives that work towards reducing business taxes and barriers, but we unequivocally believe that cannot come at the expense of workforce, capital and economic development initiatives."

We appreciate your input and feedback on legislative priorities and will be providing regular legislative updates in this newsletter, in a blog on our website, through our social media channels and through our e-blasts. We look forward to continuing to serve our membership as the voice of technology in Concord. ■



Welcome New Members

Boston Asset Management

Cheryl Coletti, VP, Business Development
Cheryl.coletti@Bostonassetmanagement.com
(o)877-484-1070 x357, (m)603-490-5137

In her role, Ms. Coletti will be responsible for expanding the firm's footprint in the greater New Hampshire area focusing on bringing business owners and resources together to create wealth and sustainability for her clients' professional and personal success.

VectorSpect

Donald Schwartz, CEO
don.schwartz@gmail.com, 603-370-0074
844 Elm St., Manchester, NH 03101

VectorSpect is a marketing, events and social media consultancy located in beautiful New Hampshire, USA. We are highly experienced at developing, coordinating, growing and ongoing management of specialized Meetups for professionals. A leading initiative of VectorSpect is the NH Innovation Nights launch party event series.

Aurora Business Solutions

Laurie Glaude, SHRM-CP, PHR, Owner/CEO
393 Bow Lake Rd., Northwood NH 03261

Aurora Business Solutions specializes in human resources, compliance consulting, training and development, safety and environmental services and video production services.

HEADNetworks

Steve Head, Solutions Architect
www.headnetworks.com, 603-626-9848
373 S. Willow St., Ste. 101, Manchester, NH 03103

HEADNetworks is a company that specializes in telecommunications, network engineering, implementation, operation, and support as well as enterprise, rural and competitive telephone network design.

Greater Manchester Chamber of Commerce

Mike Skelton, President & CEO
mikes@manchester-chamber.org, 603-666-6600
45 Hanover St., Manchester, NH 03101
www.manchester-chamber.org

It is the mission of the Greater Manchester Chamber of Commerce to be a member-focused organization that drives the greater Manchester business environment and the economic health and vitality of the region by supporting business growth, professional development and networking opportunities, while advocating for our membership.

Greater Concord Chamber of Commerce

Tim Sink, CCE President
tsink@concordnhchamber.com, 603-224-2508
49 S. Market St., Concord, NH 03301
www.concordnhchamber.com

The Greater Concord Chamber of Commerce is New Hampshire's State Capital Chamber of Commerce, committed to developing economic opportunities, strengthening the business climate and enhancing the quality of life in the Capital Region.

NH CleanTech Council

Kate Epsen, Executive Director
Concord, NH 03301
Kate.epsen@gmail.com, 603-226-4732
www.nhcleantechcouncil.org

The NH CleanTech Council (NHCTC) advocates and represents New Hampshire's clean tech and clean energy business sector, focusing on the economic benefits that can come from a vibrant clean energy economy.

Advertising in the Tech News

For information on advertising in the *Tech News*, please contact the newsletter editor, for an editorial calendar and rates.

info@nhhtc.org

Member News

Akumina, a three-year-old company whose founders have extensive experience in building and deploying websites recently introduced InterChange, a suite of role-based authoring and site management tools designed to give marketing teams control over SharePoint sites. Akumina is led by CEO Ed Rogers and COO Steve Sherkanowski, who worked for years managing technical, operations and marketing activities at Ektron.

Jason Alexander, Managing Partner of BANK W Holdings, **Alexander Technology Group**, KBW Financial Staffing & Recruiting and The Nagler Group, was awarded the 2014 Patrick Jackson Award at the Yankee Chapter of the Public Relations Society of America's annual meeting on November 20. The Patrick Jackson Award, formerly known as the Yankee Award, was established in 1988 to recognize a professional who is not in the public relations field but nonetheless successfully uses public relations principles to benefit his or her organization and society.

Alexander Technology Group expanded offices substantially by opening a new headquarters, administrative, and training office in Bedford. With the continued growth of the companies, Alexander Technologies decided to make an investment in new office space to consolidate the Human Resource, Finance, and Operations groups while opening a brand new high capacity training and meeting facility. The facility will be used for internal development purposes while also making it available to non-profit, professional, and user groups. Contact Jason Alexander at jalexander@alexandertg.com for more details.

Vitals, a New Jersey-based firm that provides physician ratings to help consumers shop for medical care, has acquired price transparency company **Compass Healthcare Advisers** of Bedford. The companies said the combination will allow health plans and employers to reduce costs, engage patients and deliver a "retail" way to buying health care services. Compass Healthcare Advisers offers its online tool through health plans and employers. When members use Compass Healthcare Advisers' offering to save money, they receive monetary rewards from the program.

Vitals CEO Mitch Rothschild said employees of Compass will stay with the company and the company will continue to support its customer base, which is located in New Hampshire and Kentucky.

Gemr is now out of beta and has reached their first milestone of 1,000 users. The Android and IOS platforms are up and running and available for download in each of their respective stores.

Gemr has also outgrown their space at Cloudport and have relocated to 230 Commerce Way Suite 325 in Portsmouth. They've also brought in local interns from the University of New Hampshire to help the company as they grow.

From January 29-31, Gemr attended the Comic Con Fan Xperience in Salt Lake City, Utah and even drove the Gemr van across the country to attend the event.

Gemr, a TechOut second prize winner in 2014, is excited about their growth and are looking forward to becoming a NH High Tech Council success story!

Good Leads® was selected by Argus Radiology as a partner to expand its teleradiology support solutions offerings. As a premium provider of B2B lead generation and outsourced business development services, Good Leads will source new business opportunities for Argus Radiology throughout the United States.

HydroComp, the New Hampshire-based maker of specialized hydrodynamic design and performance predictive analysis tools for hulls makes Marine News 100 list.

The law firm of **McLane, Graf, Raulerson & Middleton Professional Association** announced that Dennis J. Haley, Jr., Lin J. Hymel, and Patrick Taylor have been elected as directors of the firm.

Haley, a member of the firm's corporate department, advises clients with respect to all aspects of their business, including entity selection and formation, shareholder agreements, executive and employee compensation, debt and equity financing, mergers and acquisitions, commercial contracts, and intellectual property matters (including licensing).

Hymel is a leader in McLane's intellectual property law group, specializing in patent prosecution, opinions, and licensing pertaining to biotechnology, pharmaceuticals, chemistry, materials science, and medical devices. He has experience with a broad range of technologies, including proteins and nucleic acids used for therapy and diagnosis, nutritional biochemistry, nanomaterials and semiconductor materials, microscopy and optics, cardiovascular devices, cell culture, cancer genetics, vaccines, small molecule and polymer chemistry, textiles, catalysts, and fuel cells.

Continued on next page

Taylor is a member of McLane's litigation department and business litigation, energy, and utility practice groups. He has extensive experience representing businesses large and small in litigated civil matters and appeals before state and federal courts in New Hampshire, Massachusetts, and New York. He has extensive experience representing energy and utility companies in a broad range of litigated and regulatory matters, including commercial disputes, tort defense, rate cases, approval of ownership transfers, and investigations into utility operations. Taylor also assists energy clients with facility siting applications for projects of varied size and scope.

Remember the teacher who helped you succeed? Here's your chance to pay it forward.

Southern New Hampshire University, College of Online and Continuing Education, has immediate openings for local adjunct instructors at their New Hampshire regional centers. The regional center locations provide educational opportunities in a traditional classroom setting; blended with online components to enrich the learning experience.

SNHU is looking for passionate, knowledgeable professionals who want to help adult learners earn their degree. Teaching positions in information technology, business, quantitative analysis and project management are available in Manchester, Nashua, Portsmouth and Salem. Adjunct instructors must have a master's degree and a strong commitment to the success of their students. Information Technology is currently the most constant teaching need.

SNHU is accepting applications at www.snhu.edu/teach. Questions can be directed to Ashley Bouchard at 603.314.7841 or a.bouchard@snhu.edu.

The New Hampshire Innovation Research Center (NHIRC) is now accepting proposals for partnership projects between New Hampshire companies and colleges/universities in New Hampshire. The goal is to foster innovation within New Hampshire by helping small business develop new products and processes. For application guidelines, a solicitation schedule, and other important information, visit www.NHIRC.unh.edu

PSNH has officially changed its name to **Eversource Energy**. [Read more here.](#)

Energy Solutions For Your Business: Energy Efficiency and Demand Response

March 5, 8:30 to 10 am

Orr & Reno, 45 S. Main Street, Concord, NH

Get the tools you need to save money and save energy using the latest energy efficiency and demand response technologies and programs. Hear from industry leaders about what is available now to control your NH business's or institution's energy costs this winter and beyond.

EXPERT PANEL INCLUDES:

- Greg Gellar, EnerNOC
- Cindy Arcate, Power Options Inc.
- Tom Rooney, TRC Energy
- Robin Tindall, Hypertherm
- Sam Milton, Conservation Services Group

This event is free but RSVP is requested.
RSVP to Kate Epsen at kate@nhsea.org or
603.226.4732. Breakfast included.



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!

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"The NH High Tech Council serves our membership by creating a vibrant ecosystem for technology companies that want to launch, grow or relocate in New Hampshire. We are committed to expanding the tech-driven economy by building partnerships, enhancing workforce skills and knowledge, and shaping public policy."

For more information:

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