

CNY BUSINESS JOURNAL

**BEST**

2025

PLACES TO WORK



**ROBERT HALF**  
UNDER 15 EMPLOYEES



**SILVER FOX ADULT  
DAY CARE CENTERS**  
15-50 EMPLOYEES



**TOUCHING HEARTS  
AT HOME SYRACUSE**  
51-100 EMPLOYEES



**CCMR3**  
101+ EMPLOYEES



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# FROM THE DIRECTOR

Congratulations to all the companies who participated in *Best Places to Work* this year! A special shout-out to **Robert Half, Silver Fox Adult Day Centers, Touching Hearts at Home Syracuse, and CCMR3** — each earning the #1 spot in their respective employee-size categories.

This year marks 13 years of recognizing outstanding companies that put their people first. These organizations lead the way by offering flexible work schedules, competitive pay and benefits, strong community support, open communication, and a workplace culture that makes employees

say, “Wow!” That’s what truly makes them the *Best Places to Work*.

Here’s what some of our guests shared about why they love participating in *Best Places to Work*:

- “It’s the best networking event around.”
- “It increases employee morale.”
- “The visibility with other companies in the community.”
- “Attending as a team.”
- And of course—the excitement of the countdown to #1!

A heartfelt thank you goes to our partners and sponsors who make this event possible:

- **The Community Foundation of Herkimer and Oneida Counties** – Golf Tournament Sponsor
- **NBT Bank and Dave Kavney’s team** – Golf Cart Sponsor
- **Mark Dengler, Pat Fiorenza, and the team at Research Marketing & Strategies** – Your expertise ensures our

survey’s credibility and accreditation

- A big thank you to the team at **Timber Banks** for welcoming us back again this year and for being a great host for both the golf tournament and the awards program
- And of course, to **all our sponsors** – we couldn’t do this without you!

We had a wonderful time celebrating the best of the best in Central New York. If you’re interested in joining us next year, submissions will open in February or early March.

Once again, congratulations to all the companies that made *Best Places to Work* 2025 such a success!

With gratitude,  
**Jill Allen**  
Director, BizEventz



# What Makes a Best Place to Work?

Once again, RMS has partnered with the *CNY Business Journal* to administer the annual Best Places to Work survey.

Reviewing the results of the survey serves as an important check on the trends shaping workplace culture in Central New York. While the survey is quantitative, it often validates what we see in broader studies of



**PATRICK FIORENZA**  
*Viewpoint*

employee engagement and satisfaction. One factor consistently makes or breaks whether an organization earns a spot on the list: the role of the supervisor.

One leadership lesson I’ve carried throughout my career is this: good managers don’t waste energy trying to force a fit. Instead, they invest in the people who matter most and create an environment where employees feel supported and treated fairly. Building a Best Place to Work means cultivating strong connections with staff, keeping them motivated, and aligning them with key strategies.

Based on this year’s Best Places to Work results, here are five trends shaping today’s best workplaces:

- 1. Hybrid & Flexible Work:** Flexibility has shifted from a perk to an expectation.
- 2. Employee Well-Being and Mental Health:** The best workplaces recognize that well-being and engagement are inseparable.
- 3. Purpose-Driven and Values-Based Workplaces:** Employees want to know their work matters.
- 4. Technology Driven:** From digital platforms that streamline communication

to AI-powered learning tools, the best organizations use technology as an enabler, not a barrier.

**5. Inclusion, Belonging, and Diverse Career Pathways:** True engagement happens when employees feel they belong.

Organizations that put employees at the center, prioritize well-being, and adapt to new expectations are the ones best positioned to thrive in today’s dynamic and complex work environment.

Congratulations to all the 2025 Best Places to work companies! ■

*Patrick Fiorenza is the senior director of research analytics at Research and Marketing Strategies, Inc. (RMS), a nationwide market-research firm based in Baldwinsville.*

## METHODOLOGY

### Background

BizEventz partnered with Research & Marketing Strategies, Inc. (RMS) to conduct the 13th annual CNY Best Places to Work survey. The survey measures employee satisfaction and recognizes the best places of employment in Central New York (based upon the employee-satisfaction survey responses). Company submissions opened in February and closed in March. Fieldwork began once an email sample was received by RMS and an invitation to complete the survey was sent to each participating organization’s employees. There was no cost to participate.

RMS customized a comprehensive 56-question online survey that took approximately 5 minutes to complete. The



survey covered areas such as 1) overall job satisfaction; 2) execution, connection, supervisors, work performed and pay and benefits; and 3) word association with the organization as a place to work.

Each company receives a word cloud summary. RMS is available to generate a detailed report regarding specific findings for each company, if desired.

**Qualification Criteria**

To qualify, organizations had to:

- Employ a minimum of five employees within the 16-county CNY area (Broome, Cayuga, Chemung, Chenango, Cortland, Herkimer, Jefferson, Lewis, Madison, Oneida, Onondaga, Oswego, Seneca, St. Lawrence, Tioga, and Tompkins).
- Have valid email addresses for employees (the survey was only administered online with no paper copies available

for distribution).

- Each company needed to reach a certain response rate to qualify for participation, based on company size.

**Methodology**

RMS calculated overall scores based upon two components:

- Component 1 (50%) Score attributed to weighted factors and questions. Weights were applied to a series of individual satisfaction questions to calculate a company average score for each of the six factors. These numbers were summed up to calculate 50 percent of the overall score.
- Component 2 (50%) Score based on the single overall satisfaction question. This was the first question of the survey and constitutes 50 percent of the overall score.
- RMS then created a cut-off score to be named a “Best Place to Work” based on component one and two. ■

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**#1**

**ROBERT HALF**

Robert Half is the world's first and largest specialized talent solutions and business consulting firm. We offer contract talent and permanent placement solutions in the fields of finance and accounting, technology, marketing and creative, legal, and administrative and customer support, and we also provide executive search services. Robert Half is the parent company of Protiviti, a global consulting firm that delivers internal audit, risk, business and technology consulting solutions.

**One word to describe your company.** Innovative

**What is the most fun or unique activity your team has participated in this year?** This year, our team had a blast competing in our Office Olympics — a district-wide bracket-style event with fun games like scavenger hunts and team challenges that boost camaraderie and take a break from the day-to-day grind. We also supported the Salvation Army Christmas Bureau for the sixth year, helping serve more than 10,000 local families by assisting with gift shopping and food box assembly — a meaningful way to give back each holiday season.

**What do you see changing in your business world over the next 12 months?** The talent market will remain highly competitive, pushing companies to focus on employee experience to attract and retain top talent. AI is reshaping roles — automating tasks and creating new opportunities. Upskilling in AI-related competencies will be essential for both employers and employees to stay ahead in a rapidly evolving landscape.

**What is something about your company that most people might not know?** Robert Half's AI-powered tools use advanced machine learning and a proprietary database of more than 30 million candidates to enhance the recruitment process — creating real-time shortlists, efficiently matching talent to client needs, and optimizing outreach for faster, more accurate hiring.




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#2 David's Refuge

David’s Refuge is a nonprofit dedicated to supporting caregivers of children with special needs or life-threatening medical conditions. Inspired by the life of David Pfohl, the organization was founded to honor his legacy and the love his family experienced during their caregiving journey. At its heart, David’s Refuge exists to remind caregivers that they are not alone, what they do matters, and that they are loved by God and this community. Through weekend retreats, community events, and ongoing wellness support, the organization offers caregivers a chance to rest, connect, and feel seen. David’s Refuge creates spaces of belonging — where caregivers can recharge emotionally and spiritually, build relationships, and return home renewed.

One word to describe your company: Impact

**What is the most fun or unique activity your team has participated in this year?** The Pineview Run Champion Challenge, which combined high-speed racing with fundraising. Participants competed on a 1.1-mile professional-grade track. Each driver’s fundraising efforts contributed to their race performance, as every dollar raised shaved time off their final score.

**What do you see changing in your business world over the next 12 months?**

David’s Refuge may face shifts in donor engagement, increased reliance on digital fundraising, and rising demand for mental-health services. Adapting to economic pressures and expanding partnerships will be key to sustaining support for all agencies in our community to ensure that agencies we rely on are strong for generations to come.

**What is something about your company that most people might not know?** We have a unique blend of health-care, caregivers, business, and education professionals on our board and staff which enables David’s Refuge to approach caregiver support with a multifaceted strategy, ensuring comprehensive and empathetic care for families in need.



#4 Chianis + Anderson Architects, PLLC

Chianis + Anderson Architects, PLLC, established in 2001, has evolved into a mid-sized, full-service architectural and interior design firm. Led by partners Greg A. Chianis, AIA, and Todd J. Anderson, AIA, the firm prides itself on the strength of its relationships and the value of its reputation, as evidenced by a generous number of repeat clients. Guided by its leadership, Chianis + Anderson Architects creates architecture that enhances communities and improves quality of life. The firm is dedicated to sustainability, striving to minimize the negative environmental impacts of buildings through healthy, highly efficient, and cost-saving designs. With LEED-accredited professionals on staff, the firm assists clients in moving toward a more sustainable future.

One word to describe your company: Limitless

**What is the most fun or unique activity your team has participated in this year?** We participated in a cooking class with The Phantom Chef. We all had a blast.

**What do you see changing in your business world over the next 12 months?** In the next year, the architectural industry will see a rise in high-density housing projects, smart city integrations, and sustainable designs. It seems as if minimalist aesthetics and the repurposing of existing structures will also gain traction, reflecting a shift towards efficiency, environmental sensitivity, and innovative urban planning.

**What is something about your company that most people might not know?** We work in a restored mansion in the city of Binghamton. We will be featured in the 2025 PAST (Preservation Association of the Southern Tier) home tour.



#3 Mirror Mirror Inc.

Mirror Mirror Inc. is a bridal and formalwear boutique in Baldwinsville. It’s not your typical dress shop; it’s a place where people discover their most confident selves. The team believes every person deserves to feel like the individual they are on their big day, whether they’re the bride, groom, or part of the wedding party. What sets Mirror Mirror apart is its genuine approach to service. The Fairy Godmothers have created a space where everyone feels welcome and celebrated, regardless of size, style, or budget. Beyond the beautiful gowns and sharp tuxedos, Mirror Mirror specializes in helping people feel like the best version of themselves.

One word to describe your company: Magic

**What is the most fun or unique activity your team has participated in this year?** We took our entire team on a retreat to Buffalo. We rented an Airbnb and packed the weekend with everything from educational workshops to team bonding. The highlight was visiting another bridal shop. It’s always fascinating to peek behind the curtain of other businesses in our industry.

**What do you see changing in your business world over the next 12 months?** Couples want more than just shopping; they want experiences that feel special and personal. We’re seeing people crave appointments that feel like mini-events, so we’re doubling down on creating those magical moments that will take couples into the next chapter of their lives.

**What is something about your company that most people might not know?** Every time someone buys a full-priced wedding gown during our annual “Gowns Giving” event, we donate a complete Thanksgiving dinner to a local family in need. It started as a small way to give back during the holiday season, but it’s become one of our favorite traditions. There’s something beautiful about celebrating love while also spreading a little extra kindness in our community.



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#5 Make-A-Wish Central New York

At the heart of Make-A-Wish Central New York’s mission is a simple belief that wishes have the power to transform lives. Together, they create life-changing wishes for children with critical illnesses — moments of joy, hope, and possibility that reach beyond the wish itself. When a child’s wish comes true, it sparks strength, lifts spirits, and brings a sense of hope not just to the child, but to their family, caregivers, and entire community.

**One word to describe your company:** Hope

**What is the most fun or unique activity your team has participated in this year?** This past year, our team spent a day volunteering at ClearPath, helping to prepare a holiday dinner for our veterans. It was a fun and rewarding way to spend time together, and while we enjoyed the teamwork and shared effort, the mission behind it stayed with us.

**What do you see changing in your business world over the next 12 months?** Our focus remains firmly on our mission: reaching every eligible child. A recent study showed that, on average, 131 children are diagnosed each year with conditions that would qualify them for a wish. That number is both a challenge and a call to action. Over the next 12 months, we will be focused on expanding awareness, deepening community partnerships, and growing the resources needed to reach every one of those children. While change is always on the horizon, one thing remains constant: our belief in the power of a wish.

**What is something about your organization that most people might not know?** There is a misconception that we only serve terminally ill children. At Make-A-Wish Central New York, we grant the wishes of children who are critically ill.





#6 GROW Wealth Partners

GROW Wealth Partners’ vision is to become the most trusted financial-planning firm during every significant moment in their clients’ lives. It takes a comprehensive approach to its clients’ financial-security planning. The goal is to provide the highest level of competence and quality in the work the firm does. GROW uses a highly individualized and detailed planning process based on in-depth fact finding, prepared with some of the best technology and tools available in the industry.

**One word to describe your company:** Community

**What is the most fun or unique activity your team has participated in this year?** The team recently worked with Make-A-Wish to help do some spring cleaning. They hung more than 100 stars on the wall for the kids whose wishes have been granted by Make-A-Wish and helped them organize their space. They even helped them run items over to their storage unit.

**What do you see changing in your business world over the next 12 months?** Expansion. At GROW Wealth Partners, we take pride in delivering industry-leading service and are always seeking talented, detail-oriented, and dedicated professionals to join our growing team as we continue to build on our strong foundation of excellence.

**What is something about your company that most people might not know?** GROW Wealth Partners was initially founded in Colorado in 1994 and centralized to Phoenix in 2002. The firm operates in more than 40 states as it works with clients throughout the United States while having office locations in both New York and Colorado as well as more than 100 years of collective advisory experience.



THE LIST

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ABOUT THE LIST

Information was provided by representatives of listed organizations and their websites. While *The Business Journal* strives to print accurate information, it is not possible to independently verify all data submitted. We reserve the right to edit entries or delete categories for space considerations.

Central New York includes Broome, Cayuga, Chemung, Chenango, Cortland, Herkimer, Jefferson, Lewis, Madison, Oneida, Onondaga, Oswego, St. Lawrence, Seneca, Tioga, and Tompkins counties.

BEST PLACES TO WORK RANKINGS

Under 15 Employees

Rank	Name Address Phone/Website	Nature of Operations	No. of Holidays per Year	401(k)/retirement plan	Bonus/incentive programs	Career-dev. programs	Flexible hours	Support for community service	Tuition reimbursement	Wellness programs	Other Notable Benefits/ Programs
1.	<b>Robert Half</b> 300 S State Street, 9th Floor Syracuse, NY 13202 (315) 233-1984/roberthalf.com	world's first and largest specialized talent solutions and business consulting firm, connecting highly skilled job seekers with rewarding opportunities at great companies. We offer contract talent and permanent placement solutions in the fields of finance and accounting, technology, marketing and creative, legal, and administrative and customer support, and we also provide executive search services	8	Y	Y	Y	Y	Y	Y	Y	NA
2.	<b>David's Refuge</b> 5800 Heritage Landing Drive, Suite B East Syracuse , NY 13057 315-682-4204/davidsrefuge.org	provide respite, resources and support to parents of children with special needs or a medically life threatening condition. We work to empower caregivers to lead their families with strength and grace	11	Y	N	Y	Y	Y	N	Y	NA
3.	<b>Mirror Mirror Inc.</b> 27 Oswego St. Baldwinsville , NY 13027 (315) 635-5030/mirormirrorincbridal.com	bridal boutique focused on inclusivity and helping each person feel confident when they look in the mirror	4	N	Y	Y	Y	Y	Y	Y	NA
4.	<b>Chianis + Anderson Architects, PLLC</b> 31 Front St. Binghamton, NY 13905 (607) 772-1701/chianisanderson.com	architectural and interior design services	NA	NA	NA	NA	NA	NA	NA	NA	NA
5.	<b>Make-A-Wish Central New York</b> 5005 Campuswood Drive East Syracuse, NY 13057 (315) 475-9474/cny.wish.org	Make-A-Wish Central New York grants wishes to children under the age of 18 living with critical illnesses throughout our 15-county territory	10	Y	Y	Y	Y	Y	Y	Y	observe 10 holidays/year with 10-14 days off depending on when the holidays fall; every team member gets the gift of their birthday off. To celebrate summer and the magical work we are privileged to do, the office closes at 1:00 PM on Fridays throughout July and August; team members are encouraged to volunteer in the community and may do so on company time
6.	<b>GROW Wealth Partners</b> 81 State Street Phoenix, NY 13135 (315) 695-6367/growwealthpartners.com	financial planning	10	Y	N	Y	Y	Y	Y	Y	NA





## SILVER FOX ADULT DAY CENTERS

Silver Fox Adult Day Centers is a social adult day service program dedicated to providing enriching, safe, and supportive environments for older adults and those who benefit from extra support during the day. With a focus on personalized care and engagement, Silver Fox offers structured programming that includes cognitive and physical activities, meals, and personal-care assistance. Staffed by a compassionate team trained in dementia care and person-centered practices, Silver Fox fosters a sense of community where members feel respected, valued, and connected. The centers offer vital respite to caregivers by ensuring their loved ones receive high-quality care in a welcoming, uplifting space. By promoting dignity, independence, and joy, Silver Fox plays a vital role in the continuum of long-term care services throughout Central New York.

One word to describe your company: Compassionate

What is the most fun or unique activity your team has participated in this year? This year, our team hosted a Luau for members and their families, complete with tropical décor, music, leis, and delicious island-inspired food. Staff led hula dancing, limbo contests, and games that brought everyone together in celebration. It was a joyful evening that highlighted the close-knit community we’ve built at Silver Fox.

What do you see changing in your business world over the next 12 months? In the next year, we anticipate greater integration of technology in adult day services — from electronic documentation to interactive programming — and increased collaboration with health-care providers to deliver more coordinated care for participants aging at home.

What is something about your company that most people might not know? Most people don’t realize that Silver Fox offers free trial days for potential members and that our staff includes certified dementia practitioners. We also provide off-site respite programs in partnership with local events and organizations.



## #2 Secure Network Technologies

Secure Network Technologies is a national cybersecurity firm based in Syracuse, providing a comprehensive range of offensive security and investigative services. It has a strong focus in risk-based penetration testing services, along with digital forensics, social engineering, application security assessments, and physical security testing. The firm focuses solely on cybersecurity, offering consultancy services without engaging in remediation or product sales, ensuring unbiased recommendations for its clients. Secure Network Technologies is known for employing certified information security engineers, including professionals with Offensive Security Certified Professional (OSCP) and Certified Information Systems Security Professional (CISSP) credentials. The company is committed to helping organizations meet regulatory obligations and has a strong emphasis on ethical hacking to proactively address potential security threats.

One word to describe your company: Dedicated

What is the most fun or unique activity your team has participated in this year? Participating in and being ranked #1 among the Best Places to Work Companies at the Best Places to Work event last year.

What do you see changing in your business world over the next 12 months? We expect to see our business grow substantially.

What is something about your company that most people might not know? We work with some of the world’s largest multi-national organizations.



## #3 ELEVATTITT

Elevattitt is a first-class, full-service elevator contractor. From new installs to monthly preventive maintenance, Elevattitt does it all. With a customer-centric business practice, Elevattitt excels at communicating the needs of each and every elevator to the customer directly and is available 24/7/365.

One word to describe your company: Dependable

What is the most fun or unique activity your team has participated in this year? We have participated in many fundraising events including St. Jude, Rome Hospital Gala, Builders Exchange Golf Tournament. We have also opened a branch in Rochester and the process of getting the new branch up and running has been a great experience for our team.

What do you see changing in your business world over the next 12 months? Integrating AI into business practices and elevator functionality.

What is something about your company that most people might not know? We build elevators from the ground up.





★ ★ COMPANIES WITH 15-50 EMPLOYEES ★ ★



#4 Presentation Concepts Corporation (PCC)

PCC is a well-established full-service audiovisual technology integration firm. Founded in 1997, it has been servicing the upstate New York area for nearly 30 years. It specializes in audiovisual, performance audio, and commercial sound systems. PCC takes pride in customizing presentation, communication, and collaboration solutions for clients in a range of industries, including business, education, public safety, government, health care and more. It customizes systems and creates solutions by integrating the latest AV components and software to help customers bring innovation into their organization, making it easier to share information and ideas, resolve issues, collaborate as teams, improve productivity, and connect with customers. PCC is part of the exclusive PSNI Global Alliance, which is a worldwide network of tested and trusted premier AV experts. PCC is also proud to be certified as a woman-owned business enterprise (WBE) with New York State.

One word to describe your company: Capable

What is the most fun or unique activity your team has participated in this year? PCC took the entire company on an all-inclusive, week-long cruise from New York City to Bermuda.

What do you see changing in your business world over the next 12 months? As AV systems continue to be a necessity for most, rather than a luxury, we expect to see multi-faceted growth and expansion throughout the industry. End users' expectations continue to rise as high-end technology continues to be more commonplace. Integrators and manufacturers will have to continue to evolve to meet those expectations.

What is something about your company that most people might not know? We were voted Best Places to Work in AV worldwide by the PSNI Global Alliance.



#5 The Community Foundation of Herkimer & Oneida Counties

The Community Foundation of Herkimer & Oneida Counties is a community-based social-impact investor whose mission is to engage, invest, and lead — working to realize a vision of a vibrant region with opportunity for all. The Community Foundation's experienced staff and dedicated volunteer Board of Trustees are committed to lead and support transformational community investments through its nonprofit partners, addressing significant community needs with donor dollars and stewarding resources responsibly for the future.

One word to describe your company: Effective

What is the most fun or unique activity your team has participated in this year? Within the last six months, we have restructured the format of our monthly all-staff meetings to foster a positive work culture through regular recognition and to ensure clear communication across departments. Both individual and team contributions, achievements, or positive behaviors are acknowledged within a group setting to reinforce our desired values and performance standards.

What do you see changing in your business world over the next 12 months? The Community Foundation is currently undergoing a complete revamp of our internal and external business systems, including our reporting and finance software, the launch of a grant-application portal, fundholder portal, scholarship application portal, and more. This conversion of our software will allow the organization to better serve our nonprofit partners, fundholders, and the general community as a whole.

What is something about your company that most people might not know? Anyone, including families, individuals, businesses, and not-for-profit organizations, can give back to the Mohawk Valley, now and in the future, by setting up a fund at the Community Foundation. Funds can start big or small and grow over time. Staff are happy to work with interested donors who want to support nonprofit organizations, programs, services, and causes for years to come.



#6 Midstate Mutual Insurance Company

Midstate Mutual Insurance Company provides property and casualty insurance products for risks located throughout upstate New York. The two largest lines the company writes are for business owners and homeowners. The company was founded in 1879.

One word to describe your company: Cooperative

What is the most fun or unique activity your team has participated in this year? We sponsored and participated in the Finger Lakes Mud Run.

What do you see changing in your business world over the next 12 months? The types of risks needing insurance are ever-changing, and we strive to keep ourselves in a position to be able to provide the proper insurance for the people who need it.

What is something about your company that most people might not know? Our products are sold to people through independent insurance agencies, not by us directly.



#7 Nave Law Firm

Nave Law Firm is a human-centered law firm dedicated to helping individuals navigate life's most challenging moments with clarity, compassion, and confidence. Serving upstate New York, Nave offers focused legal services across multiple practice areas, including criminal defense, DWI, divorce and family law, traffic violations, and civil litigation. What sets the firm apart is its commitment to people-first advocacy — putting empathy, respect, and real support at the core of every client interaction.

One word to describe your company: Empathetic

What is the most fun or unique activity your team has participated in this year? This holiday season, the team came together for a bed build with Sleep in Heavenly Peace, a nonprofit organization dedicated to ensuring every child has a safe and comfortable place to sleep. In lieu of traditional gifts, the firm's leadership offered something more meaningful—an opportunity to create lasting memories by building beds for children in need. It was a powerful day filled with teamwork, purpose, and heartfelt impact, perfectly capturing the spirit of the season.

What do you see changing in your business world over the next 12 months? Over the next 12 months, Nave Law anticipates an increase in the complexity of criminal, DWI, family and matrimonial, civil, and personal injury cases. In response, the firm will deepen its legal expertise, expand litigation capabilities, and strengthen client support. To stay ahead, Nave Law will also integrate AI-driven tools that streamline operations and elevate service delivery—ensuring a legal product that is more efficient, emotionally intelligent, and results-focused.

What is something about your company that most people might not know? Most people don't realize that Nave Law intentionally pauses or limits certain case types if it cannot deliver the outcome a client deserves. This people-before-profit approach ensures every client receives focused, high-quality legal representation rooted in empathy and integrity.







#8 Newman & Lickstein, LLP

Newman & Lickstein has served as trusted legal advisors in the Central New York community for more than 50 years. It solves complex business and corporate transactions, real estate matters, and litigation disputes. Its attorneys draw upon their expertise in business, technology, and intellectual property law to advise early and growth stage technology businesses, many of the world’s most popular streaming talent and content creators, management firms, gaming brands, and a range of other technology-focused industries through all phases of their business’ lifecycle, including venture capital transactions and mergers and acquisitions.

**One word to describe your company:** Collaborative

**What is the most fun or unique activity your team has participated in this year?** We believe fun is essential to a thriving workplace and are always eager to try something new. From axe throwing and volunteering to cocktail making classes and cheering on the Syracuse Mets, we make it a priority for our team — and their families — to enjoy meaningful, memorable experiences together.

**What do you see changing in your business world over the next 12 months?** We anticipate increased leverage of AI to deliver services over the next 12 months.

**What is something about your company that most people might not know?** Most people may not know about our content creators, entertainment, and sports clients as well as the nationwide reach that we have.



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#9 Cornell Cooperative Extension Madison County

You’ve probably heard of Master Gardener Volunteers, Open Farm Day, and 4-H, but Cornell Cooperative Extension (CCE) Madison County is so much more. CCE Madison is a nonprofit organization that puts knowledge to work in pursuit of economic vitality, ecological sustainability, and social well-being. We bring local experience and research-based solutions together, helping Madison County families and communities thrive in our rapidly changing world. CCE has been serving Madison County since 1917, offering resources and non-formal educational programs to foster viable and sustainable agriculture, empower youth, and support thriving communities. CCE leverages Cornell expertise with local staff and volunteers to meet community-expressed needs with relevant programs and practical resources, empowering residents to make informed decisions to enhance their quality of life. Whether you need your soil tested, have a farming question, need healthy recipes, taxes prepared, or a safe space for your child to thrive, CCE does that.

**One word to describe your company:** Collaboration

**What is the most fun or unique activity your team has participated in this year?** We did a teambuilding day at the Cornell Low Ropes course and a visit to the Cornell Dairy Bar for ice cream.

**What do you see changing in your business world over the next 12 months?** CCE relies on local funding and grants, and all the changes at the federal level are changing the entire nonprofit landscape. Our staff is incredibly passionate and dedicated, and we need more community support and volunteers to keep providing incredible services to Madison County residents.

**What is something about your company that most people might not know?** CCE is a well-kept secret, and few people know what we do or that we work with everyone from youth to adults to seniors, farmers, non-farmers and home gardeners. Whatever you have a question about, we can help you find the answer.

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#10 Appel Osborne Landscape Architecture

#11 ANDRO Computational Solutions

Appel Osborne practices landscape architecture with the unique aspect of site engineering. This year, the firm is celebrating 50 years of business, marking five decades of adapting and refining its practices as client needs, design standards, and design trends have evolved. With creativity, integration, and sustainability as the guiding pillars of design, the firm’s team is dedicated to benefiting communities and end users by providing outdoor spaces that are true assets to their neighborhoods and community members. The firm’s goal is to provide aesthetically pleasing and technically sound designs that consider the natural environment.

One word to describe your company: Flexible

What is the most fun or unique activity your team has participated in this year? More than 10 years ago, Appel Osborne started a company tradition of treating its hardworking team to a fishing charter on the St. Lawrence River. This unique team bonding experience allows the entire team across multiple offices to come together and enjoy each other’s company during a fishing charter and shore picnic. Marked with matching shirts, commemorative koozies, and memorable moments each year, the tradition has become a favorite day among the team.



What do you see changing in your business world over the next 12 months? Appel Osborne’s largest market is K-12 education. Being a public-sector market subject to New York State regulations, factors regarding funding, budgets, sustainability mandates, and how district communities will respond to these propositions could have a significant impact on design and construction demands and timelines.

What is something about your company that most people might not know? 2025 marks Appel Osborne Landscape Architecture’s 50th anniversary. What started as a small partnership in 1975 has grown to a 29-person firm across three office locations. The firm also won two design awards this year, presented by the New York Upstate Chapter of the American Society of Landscape Architects.

ANDRO Computational Solutions, LLC, established in 1994, is a pioneering force in the realm of advanced computer software applications. As a privately-owned enterprise, ANDRO focuses on cutting-edge research and development, driving innovation in fields such as artificial intelligence and machine learning. Based in the Griffiss Business & Technology Park in Rome, ANDRO is strategically positioned to deliver top-tier research, engineering, and technical services. Its work supports both defense and commercial industries, with specialized capabilities in multi-sensor and multi-target tracking, advanced radar data fusion, and sensor resource management.

One word to describe your company: Transformational

What is the most fun or unique activity your team has participated in this year? This year, our team enjoyed some unique activities. A standout was our Earth Day cleanup in Rome, where we helped tidy the community and planted two trees lost in last year’s tornado. We also have a Mario Kart Knockout Challenge during lunch for fun and bonding, along with weekly trivia sessions to keep us sharp and entertained. These activities boost our team spirit and make our workplace more enjoyable.



What do you see changing in your business world over the next 12 months? Our efforts to stand up a federated Beyond Fifth Generation (B5G) Test Environment & Data Center for Advanced Telecommunications using Artificial is expected to catalyze corporate and job growth adding to the existing cyber, quantum, and drone technology center thrusts.

What is something about your company that most people might not know? ANDRO is a powerful community advocate for growing the regional STEM workforce with a special focus on the role that artificial intelligence (AI) will play in the future job market. We not only support the programs of local nonprofits, such as the Project Fibonacci Foundation but also offer an array of internship opportunities starting at the high school level to help cultivate the next waves of the STEM workforce in the areas of cyber-secure, advanced telecommunications, radio-spectrum situational awareness, and AI.



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#12 M.A. Polce

Founded in 1998 by Mike Polce, M.A. Polce began as an independent technology consultancy and quickly evolved to meet the growing IT and cybersecurity needs of small to mid-sized organizations. Today, the company is a regionally focused, multidisciplinary firm headquartered in New York with a team of more than 40 professionals. M.A. Polce delivers trusted, enterprise-grade technology and cybersecurity services tailored to the unique needs of clients across New York state. The company owns and operates two state-of-the-art data centers and offers a comprehensive suite of services, including managed IT, public and private cloud hosting, professional IT project delivery, cyber risk management and compliance, secure networking, wireless infrastructure, and systems integration.

One word to describe your company: Dynamic

What is the most fun or unique activity your team has participated in this year? This year, we hosted a Valentine’s Day Breakfast at our Rome office, serving heart-shaped pancakes hot off the griddle. The team customized their stacks with whipped cream, berries, syrups, and more from a festive buffet. It was a fun, lighthearted way to spread the love and celebrate together.

What do you see changing in your business world over the next 12 months? We expect increased demand for cybersecurity services as regulations tighten and threats grow more sophisticated. Clients are shifting toward managed, proactive solutions. We’re investing in AI-driven tools and expanding partnerships to meet this need, helping organizations strengthen resilience and stay compliant in an evolving threat and compliance landscape.

What is something about your company that most people might not know? While the company logo may appear to be a simple letter “M,” it was intentionally designed to reflect the peaks of the Adirondack Mountains, symbolizing the company’s roots in the region and its steady, grounded approach to technology and cybersecurity. This subtle nod pays tribute to the company’s location in the foothills of the Adirondacks.



#14 Olinsky Law Group

Olinsky Law Group has been helping disabled claimants obtain the Social Security benefits that they deserve since 1990. The firm strives each day to be the best in the industry. There are several hardworking employees, who work tirelessly to help real people with real needs. Our clients know they can count on Olinsky Law Group. Over the last several years, the firm has grown and expanded so that it is one of the largest federal court filers in the nation. It works directly with more than 200 law firms nationwide to advocate for claimants appealing their Social Security denials. With offices in Syracuse and Orlando, Florida, the firm provides a service that is essential to many people.

One word to describe your company: Dedicated

What is the most fun or unique activity your team has participated in this year? We held an Olinsky Fest at Beak and Skiff and flew in our remote/ Orlando staff to join us for team building and fun.

What do you see changing in your business world over the next 12 months? The ability to leverage technology and AI to help us serve clients as efficiently as possible so we can help as many people as possible in the community and across the nation.

What is something about your company that most people might not know? We are one of the largest federal court filers for Social Security Disability in the nation and we love to serve those who need it most.



#13 Grimsley Agency

The Grimsley Agency was established in 1989. Our mission is to provide the best possible insurance products at the best possible price and maintain superior customer service. Our company is like a family as we each help one another and take that philosophy to our clients. We always try to answer the phones personally and cater to our policy holders, insurance companies, and any institution that requires information. The Grimsley Agency has grown to more than 53,000 clients with multiple offices throughout New York. Recently we have expanded into other states including PA, FL, NC, SC, MO, and NJ. We represent more than 50 insurance companies and can quote personal, auto, home, boats, and toys, In most cases at a lower premium. Grimsley Agency also has a large commercial division where we specialize in trucking, restaurants, landlords, businessowners, workers comp, and any other commercial products needed by our clients. The agency cares about quality and always does the best for all our policyholders.

One word to describe your company: Caring

What is the most fun or unique activity your team has participated in this year? New York Yankees trip.

What do you see changing in your business world over the next 12 months? The insurance industry is rapidly changing as claims are increasing by catastrophes and litigation. As insurance companies exit New York, we strive to always have multiple carriers to quote and place business with.

What is something about your company that most people might not know? Grimsley Agency has multiple offices throughout New York state, with its main office in North Syracuse.



#15 Northwestern Mutual

We are a leading financial-planning firm dedicated to improving the quality of life for our clients and communities. Our reputation as one of the most respected wealth-management firms is built on integrity, care, and quality advice. We provide financial peace of mind, allowing clients to focus on living fully. Our skilled advisors offer tailored financial planning services using cutting-edge tools. Our greatest asset is our people, and we foster a limitless environment for professional growth. Committed to community service and diversity, we actively give back, ensuring a positive impact today and for future generations.

One word to describe your company: Impact

What is the most fun or unique activity your team has participated in this year? In January, we rolled out the red carpet at the Landmark Theater for our annual award ceremony, toasting a year’s worth of triumphs and forging unbreakable bonds.

What do you see changing in your business world over the next 12 months? The role of Artificial Intelligence will focus on two key aspects: enhancing the efficiency of our advisors and teams, along with ongoing advancements in safeguarding our clients’ private data.

What is something about your company that most people might not know? Our advisors have more than \$34 billion of life insurance in force and manage more than \$7.3 billion in assets. In the last year, we have paid out more than 1,200 claims with more than \$200 million in benefits. Our organization has been a part of the Central New York community since Aug. 1, 1879. We actively partner with more than 70 nonprofit organizations within the community.





★ ★ COMPANIES WITH 15-50 EMPLOYEES ★ ★



## #16 Advanced Business Systems

Advanced Business Systems (ABS) has been locally owned and operated since 1991. What began with copiers and printers has grown into a trusted provider of managed IT services, VoIP phone systems, document solutions, and pure water and ice systems for businesses of all sizes. We're a close-knit team that values strong relationships and outstanding customer service. Every call matters to us, and we respond quickly with tailored solutions to keep your business running smoothly. As a local company, giving back is part of who we are. We support the community by donating printed materials, sponsoring events, and collaborating with nonprofits. We believe in supporting local organizations because we *are* local.

**One word to describe your company:** Family

**What is the most fun or unique activity your team has participated in this year?** Ryan and James made a bet that if the sales team exceeded their goals, they would shave their heads. The team crushed their targets, and true to their word, Ryan and James shaved their heads to celebrate the outstanding achievement.

**What do you see changing in your business world over the next 12 months?** At ABS, we offer advanced water systems like Waterlogic to improve employee health. These systems deliver clean, great-tasting water that encourages hydration, boosts energy, and supports overall wellness. We're already seeing teams drink more water, feel better, and stay productive — proving hydration is key to a healthier workplace.

**What is something about your company that most people might not know?** One thing the public may not know about ABS is our strong commitment to giving back. Each year, we sponsor numerous nonprofits and local businesses by donating printed materials to help raise awareness for their events and causes. Supporting our community is a core part of who we are.



## #17 Ferrara Fiorenza PC

Ferrara Fiorenza was founded on July 1, 1994 as Ferrara, Fiorenza, Larrison, Barrett and Reitz, PC. It is a boutique law firm focused solely on education and employment law matters. The firm, representing public school districts and employers of all types, is made up of 40+ professionals and administrative staff dedicated to working in two subject matters that impact society every day – education and employment. This focus helps define both the firm's "people first" workplace culture and also what it represents as an organization.

**One word to describe your company:** Family



**What is the most fun or unique activity your team has participated in this year?** We celebrated the firm's 30th Anniversary with a wonderful dinner and we had a great catered lunch, an interactive experience with a porcupine and then an opportunity to explore the zoo with colleagues.

**What do you see changing in your business world over the next 12 months?** The legal world will be impacted by artificial intelligence over the next 12 months. Our firm will continue to remain on the front edge of technology to better serve our clients' needs and meet their objectives.

**What is something about your company that most people might not know?** Our law firm is unique to the legal profession. We have created an open-door collaborative atmosphere to ensure that our attorneys and staff thrive, and our clients are best served. Our model stresses sharing knowledge and the avoidance of "bureaucratic barriers" that can get in the way meeting client needs and exceeding their expectations.



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#18 Eastern Security Services

Eastern Security Services is the leading provider of professionally monitored security solutions in Central New York. Family owned and operated since 1976, it installs commercial and residential burglary and fire alarms, access control, intercom, weapons detection, and video surveillance systems. It is headquartered in Syracuse, with additional teams in Rochester, Buffalo, and Corning. Unwavering dependability, expertise, and a passion to protect are the core tenets of Eastern Security Services, and it exemplifies this in its never-ending mission of protecting life and property across New York state.

One word to describe your company: Passionate.

What is the most fun or unique activity your team has participated in this year? Our executive and sales teams traveled to Tysons, Virginia to visit one of our major technology partners, Alarm.com. While there, we were able to see how their state-of-the-art security and life safety equipment is designed and tested, in addition to getting a sneak peek of all their exciting new product offerings.



What do you see changing in your business world over the next 12 months? Over the next 12 months, we expect growing demand for integrated security solutions that balance cost, speed, and customization. Supply-chain challenges and evolving threats will push providers to be more agile. At Eastern Security, we're focused on staying proactive — delivering trusted, local support with scalable tech to meet changing client needs.

What is something about your company that most people might not know? Cooper MacDonnell, President of Eastern Security Services, is a third-generation family owner. His deep roots in the business drive our commitment to personalized service, long-term relationships, and protecting the communities we've served for nearly 50 years.



#19 Structural Associates, Inc.

Structural Associates, Inc. (SAI) is a general contractor with nearly 50 years of experience in federal and military Department of Defense construction project delivery throughout the continental United States. SAI's offices are located in East Syracuse, Watertown, and Portsmouth, New Hampshire. SAI's design-build and design-bid-build experience and specialization includes projects in aviation fuel storage/distribution, process, institutional, medical and educational sectors. SAI's skilled tradespersons and construction professionals leverage this experience on complex projects utilizing industry-recognized and award-winning quality control and safety programs to provide value-added construction to its clients.

One word to describe your company: Ethical

What is the most fun or unique activity your team has participated in this year? Company golf tournament and picnic at Natali's C-Way Golf Club, followed by a three-hour boat tour of the St. Lawrence River, courtesy of Clayton Island Tours



What do you see changing in your business world over the next 12 months? The requirements of the federal cybersecurity regulations (CMMC) coming into full implementation and the complete overhaul of the Federal Acquisition Regulations (FAR), which are the rules that those of us in the federal marketplace must operate under.

What is something about your company that most people might not know? SAI has completed construction projects in 27 states, including one project on an island about 60 miles off the coast of San Diego.

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[jdccenter.org](https://jdccenter.org)





#20 HR One

HR One is a premier full-service payroll and human-resources consulting firm. For more than 35 years, our team of experienced consultants has helped thousands of organizations of all sizes and industries across the country implement proven HR best practices and comply with complex state and federal employment regulations. We deliver proven, professional expertise to address both payroll administration and strategic aspects of HR so your leadership team can stay focused on the core business.

**One word to describe your company:** People

**What is the most fun or unique activity your team has participated in this year?** One of the most memorable and engaging team experiences this year was our annual off-site retreat at Skaneateles Country Club, a full-day event designed to foster connection, celebrate achievements, and align on company goals. Held in a relaxed setting away from the office, the day featured a shared breakfast and lunch, thoughtful recognition of individual and team contributions, meaningful company updates, and gifts for every attendee.

**What do you see changing in your business world over the next 12 months?** AI is transforming HR and payroll with automation, data insights, and faster decision-making—but it also brings new risks. HR One helps employers harness AI's potential while staying compliant and people-focused, ensuring that innovation doesn't come at the cost of accuracy, fairness, or sound judgment.

**What is something about your company that most people might not know?** One thing many don't realize about HR One is the longevity of our relationships. Some clients and employees have been with us for more than 30 years, and our average employee tenure exceeds a decade -- proof of the trust, stability, and commitment that define how we do business.



#21 Chimera Integrations

Chimera Integrations is a security integrator focused on protecting what matters most — people, businesses, and communities. Specializing in physical security, Chimera designs and delivers integrated systems that adapt to the unique needs of commercial environments. From intelligent surveillance and integrated access control to engineered fire and emergency communication systems, 24/7 monitoring, and more, every solution is custom-built. What sets the firm apart is how deeply it commits to understanding each client's world, digging into the challenges, risks, and operational gaps others overlook. Chimera's work is grounded in four core values: be obsessed with the client's experience, own every outcome, pursue growth and learning, and create a fun, family-like atmosphere. These values show up in every project and every relationship. Rooted in upstate New York and driven by a genuine care for community, Chimera is creating safer, smarter spaces, and building a culture where people are proud to belong.

**One word to describe your company:** Innovative

**What is the most fun or unique activity your team has participated in this year?** We have a company retreat once every summer somewhere in the Adirondacks. This year our team has a lakeside cabin in Old Forge. We use that time to unplug, learn from one another, and truly connect with each other and nature.

**What do you see changing in your business world over the next 12 months?** In the next year, we're growing into new regions and adding to our team. The goal isn't to get bigger for the sake of it. It's to bring what works to more communities. That means finding the right people and making sure our culture and client experience stay strong as we grow.

**What is something about your company that most people might not know?** We were most recently titled Integrator of the Year in North America by SDM-the highest honor in our industry. That recognition came largely from our work here in Central New York, the place we're proud to call home.



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#22 Stanley Law Offices

Stanley Law Offices is a dedicated personal-injury law firm serving clients across Central New York and Northern Pennsylvania. With offices in Syracuse, Binghamton, Watertown, Rochester, Oneonta, and Montrose, Pennsylvania, the firm is committed to fighting for justice on behalf of individuals who have been injured due to the negligence of others. Led by founding partner Joe Stanley, the team brings decades of experience and an unyielding passion for helping clients receive the maximum Award. Stanley Law is known for its thorough case preparation, compassionate client service, and relentless pursuit of positive outcomes both in and out of the courtroom. Whether it's a slip and fall, car accident, workplace accident, construction accident, or Social Security disability case, Stanley Law stands strong for those who need it most.

One word to describe your company:  
Compassionate

What is the most fun or unique activity your team has participated in this year? It's important to celebrate as a team and with families who contribute so much to ensuring success for our clients. Whether it's the annual summer fun family picnic or our holiday party we make every outing memorable.

What do you see changing in your business world over the next 12 months? We anticipate greater integration of legal technology, including AI tools, to streamline case management and improve client communication. Additionally, regulatory changes in personal injury law could impact case strategy and settlement dynamics.

What is something about your company that most people might not know? As a personal-injury firm, we deal with tremendous sadness and tragedy every day. Often, we're as much or more therapist and guiding light than we are lawyers and paralegals. The firm also maintains an intense weekly educational media presence to inform the public about their rights and best course of action.



#23 Onondaga Physical Therapy

Onondaga Physical Therapy is the area's foremost destination for healing, where genuine compassion meets effective therapy. Its driving force is to positively impact lives, one patient at a time, by consistently achieving remarkable outcomes with a team of highly skilled professionals across diverse specialties. Patients can anticipate a deeply caring and transformative experience, redefining their expectations of health care. At its heart, the organization values an exceptional patient journey, providing focused, one-on-one attention that leads to superior results and enduring connections.

One word to describe your company: Patient-focused

What is the most fun or unique activity your team has participated in this year? Onondaga Physical Therapy fostered team spirit with a summer picnic, closing the office at noon on a Friday for a relaxing day at camp. Colleagues bonded over swimming, yard games, music, and delicious food and drinks. The brave at heart even took to the water for tubing and waterskiing, creating lasting memories.

What do you see changing in your business world over the next 12 months? A significant expansion includes adding a cash-based Pelvic Health Practice, addressing high demand for specialized care. Our specially trained clinicians will soon offer crucial treatment for pelvic health conditions in both women and men. This addition fulfills a vital need with expert, focused care.

What is something about your company that most people might not know? What sets us apart? Undivided attention, where every physical-therapy session is a dedicated one-on-one experience, ensuring your therapist's complete focus.



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ABOUT THE LIST

Information was provided by representatives of listed organizations and their websites. While *The Business Journal* strives to print accurate information, it is not possible to independently verify all data submitted. We reserve the right to edit entries or delete categories for space considerations.

Central New York includes Broome, Cayuga, Chemung, Chenango, Cortland, Herkimer, Jefferson, Lewis, Madison, Oneida, Onondaga, Oswego, St. Lawrence, Seneca, Tioga, and Tompkins counties.

BEST PLACES TO WORK RANKINGS

15 to 50 Employees

Rank	Name Address Phone/Website	Nature of Operations	No. of Holidays per Year	401(k)/retirement plan	Bonus/incentive programs	Career-dev. programs	Flexible hours	Support for community service	Tuition reimbursement	Wellness programs	Other Notable Benefits/ Programs
1.	<b>Silver Fox Adult Day Services</b> 22 E. Genesee St. Baldwinsville, NY 13027 (315) 635-5335/silverfoxseniors.org	a leader in long-term care, providing social day services that optimize the cognitive and physical abilities of seniors, helping them remain in their homes, keeping families and communities together	6	N	Y	Y	Y	Y	Y	N	NA
2.	<b>Secure Network Technologies, Inc.</b> 247 West Fayette St. Syracuse, NY 13202 (833) 974-0015/securenetworkinc.com	cybersecurity services	9	Y	Y	Y	Y	Y	Y	Y	NA
3.	<b>ELEVATTITT</b> 210 Marcellus St. Syracuse, NY 13204 (315) 476-5458/elevattitt.com	full-service elevator company; new equipment; modernization; service and repair	8	Y	Y	Y	Y	Y	N	N	NA
4.	<b>Presentation Concepts Corporation</b> 6517 Basile Rowe East Syracuse, NY 13057 (315) 437-1314/http://pccav.com	technology integrator specializing in audiovisual, performance audio, and commercial sound systems. We take pride in customizing presentation, communication, and collaboration solutions for clients in a range of industries, including business, education, public safety, government, healthcare and more	8	Y	Y	Y	N	Y	N	N	company-wide events such as baseball games, hockey games, Christmas party, training incentives with bonuses, Christmas Bonus
5.	<b>The Community Foundation of Herkimer &amp; Oneida Counties, Inc.</b> 2608 Genesee St. Utica, NY 13502 (315) 735-8212/foundationhoc.org	community foundation, grantmaker	12	Y	N	Y	Y	Y	Y	Y	NA
6.	<b>Midstate Mutual Insurance Co.</b> 5612 South Street Road Auburn, NY 13021 (315) 252-7218/midstatemutual.com	mutual property and casualty insurance company	13	Y	Y	Y	N	Y	Y	N	Work from Home and Summer Hours
7.	<b>Nave Law</b> 231 Walton Street Syracsue, NY 13202 (315) 200-1573/naveteam.com	law firm	10	Y	Y	Y	Y	Y	Y	Y	NA
8.	<b>Newman &amp; Lickstein, LLP</b> 109 S. Warren St Syracuse, NY 13202 (315) 422-1172/newmanlickstein.com	legal: corporate, litigation, real estate, evictions, estate planning	10	Y	Y	N	Y	Y	N	N	Profit Sharing
9.	<b>Cornell Cooperative Extension Madison County</b> 100 Eaton Street Morrisville, NY 13408 (315) 684-3001/ccemadison.org	nonprofit that puts knowledge to work in pursuit of economic vitality, ecological sustainability, and social well-being; we bring local experience and Cornell's research-based solutions together, helping families and communities thrive in our rapidly changing world. With a diverse range of initiatives to empower people, CCE Madison catalyzes positive impact in the areas of agriculture, environment, health, youth and community development through practical resources and programs	12	Y	N	Y	Y	Y	Y	Y	NA
10.	<b>Appel Osborne Landscape Architecture</b> 102 W. Division St. Syracuse, NY 13204 (315) 476-1022/appelosborne.com	landscape architecture and site engineering services in a variety of markets including K-12 and higher education, healthcare, corporate facilities, and parks and recreation, as well as outdoor-athletic-facility design	6	Y	Y	Y	Y	Y	N	N	NA
11.	<b>ANDRO Computational Solutions, LLC</b> 111 Dart Circle Rome, NY 13441 (315) 334-1163/androcs.com	scientific research and development for advanced wireless communications technologies and Innovation Beyond 5G applications including new, energy efficient software defined radio systems.	11	Y	Y	Y	Y	Y	Y	Y	NA
12.	<b>M.A. Polce</b> 401 Phoenix Drive Rome, NY 13441 (315) 338-0388/mapolce.com	information technology (IT), cybersecurity, and compliance services, helping businesses and public sector organizations across Central New York modernize, secure, and optimize their technology environments	13	Y	Y	Y	Y	N	N	N	Employer-paid health insurance, employer-paid life insurance, employer-paid certifications, management-directed time off, in-house exercise equipment, and profit-sharing opportunities.
13.	<b>Grimsley Agency of NY LLC</b> 5320 W. Taft Road North Syracuse, NY 13212 (315) 452-0123/grimsleyagencyofny.com	property casualty insurance	7	Y	Y	Y	Y	Y	N	N	Family oriented company that also integrates fun activities to build teamwork
14.	<b>Olinsky Law Group</b> 250 South Clinton St., Suite 210 Syracuse, NY 13202 (315) 701-5780/windisability.com/	legal assistance to clients across the nation to help them obtain Social Security benefits	NA	NA	NA	NA	NA	NA	NA	NA	NA
15.	<b>Northwestern Mutual</b> 34 Aspen Park Blvd. East Syracuse, NY 13057 (315) 671-1800/syracuse.nm.com	financial planning	NA	NA	NA	NA	NA	NA	NA	NA	NA
16.	<b>Advanced Business Systems</b> 22811 County Route 51 Watertown, NY 13601 (315) 788-7989/abstech.com	business-technology solutions, copiers, printers, IT services, electronic document management, document workflow efficiency, RO Water Coolers and Ice Machines	8	Y	Y	N	N	Y	Y	N	Company Picnics/Outings; Sponsorships give additional outing opportunities; close knit family group of people
17.	<b>Ferrara Fiorenza PC</b> 5010 Campuswood Drive East Syracuse, NY 13057 (315) 437-7600/ferrarafirm.com	boutique law firm focused solely on education and employment law matters	NA	NA	NA	NA	NA	NA	NA	NA	NA
18.	<b>Eastern Security Services</b> 911 North Geddes St. Syracuse, NY 13204 (315) 422-4141/easternsecurity.net	install and service professionally monitored commercial and residential security solutions, including alarm systems, access control, video surveillance, intercom, and weapons detection	6	Y	Y	Y	N	Y	N	Y	NA
19.	<b>Structural Associates, Inc.</b> 5903 Fisher Road East Syracuse, NY 13057 (315) 463-0001/structuralassociates.com	construction	7	Y	N	Y	N	Y	N	Y	NA
20.	<b>HR One</b> 21 Lincoln St. Auburn, NY 13021 (315) 252-9150/peopletopayroll.com	hands-on HR and payroll experience across a wide range of industries and organizations	7	Y	Y	Y	Y	Y	Y	Y	NA
21.	<b>Chimera Integrations</b> 6437 Collamer Road East Syracuse, NY 13057 (315) 849-2080/chimeraintegrations.com	electronic-security integrator	10	Y	Y	Y	Y	Y	Y	Y	NA
22.	<b>Stanley Law Offices</b> 215 Burnet Ave. Syracuse, NY 13203 (800) 608-3333/stanleylawoffices.com	personal-injury law firm	6	Y	Y	Y	N	Y	Y	N	NA
23.	<b>Onondaga Physical Therapy</b> 8390 Oswego Road Liverpool, NY 13090 (315) 635-5000/onondagapt.com	outpatient physical therapy practice with 7 locations through out Central New York	6	Y	N	Y	Y	N	Y	N	NA



★ ★ COMPANIES WITH 51-100 EMPLOYEES ★ ★



## TOUCHING HEARTS AT HOME SYRACUSE

Touching Hearts at Home Syracuse provides senior-care services that are tailored to meet each individual’s unique needs, offering assistance with transportation, meal preparation, companionship, light housekeeping, personal care, and



specialized Alzheimer’s and dementia care. Its compassionate caregivers help seniors maintain independence and dignity while receiving the support

they need. One of the key benefits of its service is flexible scheduling — care can be arranged during the day, at night, on weekends, or even holidays.

One word to describe your company. Support

**What is the most fun or unique activity your team has participated in this year?** Although it was a challenging moment, our team faced a significant fire in our office building with remarkable resilience. This experience underscored not only the strength of our team, but also the incredible support of the community. Within 24 hours, several senior-living communities and the Greater Liverpool Chamber of Commerce generously offered workspace, office supplies, meals, and much-needed encouragement. Their swift and thoughtful response enabled us to continue operations with minimal disruption. We are deeply grateful for the unwavering support of our partners and community.

**What do you see changing in your business world over the next 12 months?** As the number of Americans aged 65 and older continues to rise, more seniors are choosing to age in place, seeking personalized care within the comfort and familiarity of their own homes. This trend presents both a significant opportunity and a meaningful responsibility for our company.

**What is something about your company that most people might not know?** We offer 24/7 care and live-in care. Our office staff are all from the community, with caring field backgrounds and while small, we are all in tune to our staff and clients/families and their needs.



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#2 Standard Heating, Cooling & Insulating

For more than 95 years, Standard Heating, Cooling & Insulating has served the Mohawk Valley and Capital Region of upstate New York, delivering expert insulation, heating, cooling, indoor air quality, and whole-home testing services. Standard helps homeowners enhance comfort, lower energy bills, and access valuable energy efficiency incentives as a BPI-certified contractor and active NYSERDA program participant. Taking a whole-home approach, Standard leverages advanced technology and innovative solutions to create comfortable, efficient living environments. Standard is also a WBE (Women Business Enterprise)-certified company, demonstrating leadership in both industry expertise and diversity within the construction and energy sectors.

**What is the most fun or unique activity your team has participated in this year?** We partnered with the Utica Chapter of Sleep in Heavenly Peace (SHP), a nonprofit dedicated to ensuring that no child sleeps on the floor. In 2025, Standard committed to sponsoring every monthly community bed build organized by SHP, providing both financial support and employee volunteers to assemble and deliver beds to children in need throughout Central New York.

**What do you see changing in your business world over the next 12 months?** Standard is strengthening its design team to offer customers a true whole-home approach, delivering custom upgrades that boost energy performance, long-term value, and everyday comfort. This expert-driven process also helps homeowners maximize New York State rebates and incentives, ensuring smarter solutions and greater savings for every home.

**What is something about your company that most people might not know?** Standard offers free HVAC service calls — if it takes under an hour and requires no parts, there's no charge. We're setting the standard for how customers should be treated — especially in an industry where many are charged just to have a technician walk through the door.



#3 Pinnacle Family of Companies

For almost 30 years, Pinnacle Holding Company and its subsidiaries have provided all-inclusive solutions to meet the needs of individuals, businesses, and other organizations in New York and beyond. Pinnacle's suite of companies includes Pinnacle Investments, an independent broker-dealer; Pinnacle Capital Management, a money management firm; Confidential Planning, a 401(k) and 403(b) provider; Pinnacle Employee Services, a professional employer organization; Split14 Creative, a creative marketing firm; Bent Ear Technology Partners, a managed service provider; EverPeak Recruitment, an employee recruitment company; and Pinnacle Insurance Associates, an insurance broker.

**One word to describe your company:** Teamwork

**What is the most fun or unique activity your team has participated in this year?** We've been encouraging and facilitating more volunteer opportunities for our employees and staff within our community, such as Helping Hounds Dog Rescue, Food Bank, Road to Emmaus Ministry of Syracuse, and Sarah's Guest House.

**What do you see changing in your business world over the next 12 months?** Everyone at Pinnacle is entrepreneurial and are always looking for ways to grow our companies. As a team, we work together to make connections to our network within the community to bring our services and solutions to more people in Central New York.

**What is something about your company that most people might not know?** Pinnacle is excited to be celebrating our 30th anniversary next year and are proud to still be a locally owned and operated company.



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## #4 ComSource, Inc.

For more than 35 years, ComSource has been helping its customers leverage technology to redefine what is possible. Its team of technology experts provide collaboration, data center, security, and networking solutions complemented by their hands-on expertise in cloud, financial, professional, and managed services. Serving the northeast mid-market and Global 1000 commercial business, education (both K-12 and higher-ed), financial services, government, and health-care industries, ComSource unites technology solutions and financial strategies to turn possibility into reality.

**One word to describe your company:** Committed

**What is the most fun or unique activity your team has participated in this year?**

ComSource hosted an employee appreciation event called "The Celebration of You" at the Turning Stone Events Center. The overnight stay for all employees, plus their guest, included a group appreciation dinner and cocktail bar, spending money for spa treatments or shopping, a group breakfast, and additional time-off work. The celebration also enabled employee bonding and fellowship in this world of remote workforce.

**What do you see changing in your business world over the next 12 months?** We see growing demand for smarter physical security in education and retail. ComSource stays ahead by delivering evolving, technology-forward solutions. Our emergency notification system is built and tailored to each customer's unique environment — ensuring safety, adaptability, and peace of mind as threats and technologies continue to change.

**What is something about your company that most people might not know?** In the past six years, ComSource has grown 190 percent from a revenue standpoint and 148 percent in staffing, all while maintaining our status as one of Central New York's Best Places to Work.



## #5 Reagan Companies

Reagan Companies is an independent insurance agency that offers a broad scope of risk management and insurance solutions to manage client risks. Specializing in serving middle-market businesses, it provided tailored services to enhance safety, health, and security in work environments while protecting corporate assets. The firm's approach is "Different by Design," focusing on a proactive, systematic method to streamline processes and ensure service consistency and efficiency.

**One word to describe your company:** Family

**What is the most fun or unique activity your team has participated in this year?**

This year for our team-building day, we went bowling. We mixed everyone into new groups to break up the usual work teams and facilitated conversation starters to help us get to know each other better. It was a great way to have some laughs and build stronger connections within the team.

**What do you see changing in your business world over the next 12 months?** The insurance industry will likely continue facing rising prices, posing challenges for our clients. We're committed to finding solutions and helping our clients navigate this tough landscape effectively.

**What is something about your company that most people might not know?** Our company is rapidly growing and frequently hires new employees who may not have previous experience in insurance. We focus on teaching them everything they need to know; we're always looking for people who align with our core values.



We're proud to celebrate being named one of the Best Places to Work in Central New York for the **8th consecutive year!**

*Thank you*

to our incredible team for making Thompson & Johnson Equipment a place where people feel valued, supported, and empowered to make a difference - while enjoying the work they do.

*Congratulations to all of this year's Best Places to Work finalists - we're honored to be recognized alongside such outstanding companies!*



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#6 Usherwood Office Technology

Usherwood Office Technology is a leading regional provider of managed IT, managed print, and managed communication solutions. Headquartered in Syracuse, Usherwood serves businesses across the Northeast through its 19 office locations. Founded in 1976, Usherwood has remained a family-owned business with a strong commitment to delivering exceptional client service and long-term partnerships.

One word to describe your company: Forward-thinking

What is the most fun or unique activity your team has participated in this year? This year, Usherwood Office Technology launched a 12-week Field Service Technician Mentorship Program, designed to provide hands-on training for individuals without prior experience. The program not only helps local people get into solid careers, but also brings together team members across departments, creating a collaborative and engaging learning environment.

What do you see changing in your business world over the next 12 months? The rapid integration of AI and automation into cybersecurity and IT services will require businesses to rethink policies, training, and risk-management strategies to stay ahead of evolving threats.

What is something about your company that most people might not know? When you call Usherwood, you speak to a real person. All support is handled in-house, which means faster response times and personalized service from people who know your business.



#8 Lifetime Benefit Solutions

Lifetime Benefit Solutions, Inc. (LBS) stands out as one of Central New York's premier employers, combining nearly 50 years of industry leadership with a people-first culture that fosters innovation, collaboration, and growth. With offices in Syracuse, Rochester, and Buffalo, LBS supports more than 1.5 million members nationwide and serves clients ranging from small businesses to large organizations across diverse industries. As a provider of flexible, scalable benefit solutions — including spending accounts, COBRA administration, compliance services, and employee education benefits — LBS empowers organizations to support their workforce while maintaining financial health.

One word to describe your company: Supportive

What is the most fun or unique activity your team has participated in this year? In September 2024, we hosted an all-company event held at Wickham Farms in Penfield. There was apple picking, mini golf, slides, ziplines, and more. The team had so much fun connecting and celebrating the company's accomplishments in the sunshine.

What do you see changing in your business world over the next 12 months? We expect increased demand for tailored benefit platforms and flexible reimbursement models to help offset the increasing cost of health care. Lifetime Benefit Solutions will continue to expand capabilities and partnerships to stay competitive amid evolving workforce expectations and regulatory shifts in health care and benefits administration.

What is something about your company that most people might not know? The LBS company won the WEX Innovator of the year award and has more than 120 employees. On average, our employee tenure is about 12 years, but if you add up all the years of experience of the employees, it equates to 1,463 years.



#7 Nunn's Home Medical Equipment

Nunn's Home Medical Equipment was established in 1942 by Martin J. Nunn, who recognized a critical need for accessible medical equipment after requiring a wheelchair for use at his funeral home. This led him to create a business that would serve his immediate needs and fill a gap in the community. Now in its 83rd year, Nunn's Home Medical Equipment continues to grow while staying rooted in its mission: improving the health of those the company serves with a commitment to excellence.

One word to describe your company: Dedicated

What is the most fun or unique activity your team has participated in this year? Every year, our team goes all in for Halloween — transforming the workplace with group themes, surprise costumes, and lots of fun. Employees partner up for creative duos or go rogue with bold solo looks, all leading up to our highly competitive office-wide costume contest.

What do you see changing in your business world over the next 12 months? AI integration will drive greater operational efficiency, streamlining workflows, and reducing administrative burdens. This transformation will free up valuable time and resources, enabling our teams to focus more on delivering high-quality patient care and enhancing the overall health-care experience.

What is something about your company that most people might not know? Many people are surprised by the scale of our operation — what they see in our showroom or during a van delivery is only a small part of what we do. Behind the scenes, different departments work together tirelessly to ensure smooth operations — with a bustling warehouse managing inventory and coordinating deliveries across 25 counties in New York, administrative staff handling essential tasks, and a quality assurance team working with insurance companies.





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A group of approximately 15 people, mostly men, are posing for a photo outdoors. They are wearing blue t-shirts with the "BOWERS" logo. Some are standing, some are kneeling in front. A banner in the background also displays the "BOWERS" logo and "ADVISORS".

#9 Bowers CPAs & Advisors

As a member of the AICPA’s G400, and recognized as an IPA Top 300 Firm nationally, Bowers CPAs & Advisors maintains a robust reputation grounded in integrity, professionalism, and expertise. We have an extensive array of specialties and maintain a strategic presence with offices located in Syracuse, Rochester, and Watertown. Whether traditional tax and audit, client accounting advisory services, business valuation, accounting/bookkeeping, forensic accounting, or financial-planning services, our approach is built on deep industry knowledge and a continuous investment in the growth and development of our team to deliver insightful analysis and strategic recommendations that drive lasting success.

One word to describe your company: Trusted

What is the most fun or unique activity your team has participated in this year? Our firm-wide commitment to community service through our Volunteer Time Off program and charitable drives. Employees across all offices have used paid time to volunteer at organizations throughout Central, Northern, and Western New York — including the Rescue Mission, Helping Hounds, Food Bank of CNY, Walk with Willow, Jefferson County SPCA, and the YMCA.

What do you see changing in your business world over the next 12 months? We anticipate continued growth in advisory and client accounting services, driven by evolving client needs and increased demand for strategic guidance. We also expect further integration of advanced technology and automation to enhance efficiency, improve insights, and elevate the overall client and employee experience.

What is something about your company that most people might not know? Beyond our core tax, audit, and client accounting & advisory services, Bowers offers an expansive range of niche specialties — including manufacturing, railroads, construction, cannabis, business valuation, forensic accounting, and many more.



A large group of people, mostly women, are posing for a photo indoors. They are dressed in casual attire, and a Christmas tree is visible in the background. The group is arranged in several rows, with some people kneeling in front.

#11 Propel Pharmacy LLC

Established in 2017, Propel Pharmacy, a Thirty Madison pharmacy, plays a central role in its mission to deliver exceptional outcomes for patients and make health care more accessible and affordable, fulfilling nearly 2.5 million prescriptions across the U.S. in 2024. Propel Pharmacy is an ACHC mail order accredited site and is a NABP accredited digital pharmacy.

One word to describe your company: People-oriented

What is the most fun or unique activity your team has participated in this year? Pharmacy Appreciation Week is in October and this past year we held an on-site carnival to celebrate our team. One of the most fun and unique carnival activities were the team games, which included senior managers taking a pie in the face.

What do you see changing in your business world over the next 12 months? We are focused on expansion -- serving more patients, more completely. To continue expanding access, we need to meet people where they are and treat conditions for which they are struggling to find care.

What is something about your company that most people might not know? Propel Pharmacy is part of Thirty Madison, a health care company focused on specialty-level care, devoted to delivering exceptional outcomes for patients. Each of its specialized health-care brands — Nurx, Keeps, and Cove — are designed to support patients’ unique needs with personalized treatments and ongoing care under Thirty Madison’s care model, providing accessible, affordable, and effective treatments to nearly 1 million people.



A group of approximately 20 people are posing for a photo outdoors. They are wearing various t-shirts, some with the "FMF&E" logo. Some are standing, some are kneeling in front. A banner in the background also displays the "FMF&E" logo.

#10 FMF&E CPA, P.C.

FMF&E is one of the leading certified public accounting firms located in Central New York and where accounting talent comes to grow and develop. The firm has served Syracuse and the surrounding area since 1980 with 85-plus dedicated professionals providing accounting, tax, consulting, and specialty services to our diverse client base. For more than 40 years, we have organically grown our firm serving clients locally and throughout the United States.

One word to describe your company: Teamwork

What is the most fun or unique activity your team has participated in this year? During one of our well-being activities, we led a drum circle. Community music making has the power to connect, communicate, heal, inspire, and build community like no other language can. We came together in our conference room during busy season to make a little music.

What do you see changing in your business world over the next 12 months? Leveraging technology and new processes, like new software and new audit methodology, in order to continue growing our firm and teams.

What is something about your company that most people might not know? Our firm is one of the leading mid-sized accounting firms serving the energy industry, putting Syracuse on the map for independent power producers, developers, and their investors around the world.



A group of approximately 25 people are posing for a photo indoors. They are standing in front of a wall with large windows. Some are holding brooms, suggesting a cleaning or maintenance activity. The group is arranged in several rows.

#12 Dannible & McKee, LLP

Dannible & McKee, LLP is a full-service certified public accounting and consulting firm headquartered in Syracuse, with additional offices in Auburn, Binghamton, Schenectady, and Tampa, Florida. Since 1978, the firm has built a strong reputation for delivering tax, audit, accounting and advisory services to a diverse client base across industries such as manufacturing, construction, architecture and engineering, nonprofit, and health care. Clients range from family-owned and closely held businesses to publicly traded companies and medical practices. The firm offers specialized services in multi-state taxation, business valuation, litigation support and forensic accounting.

One word to describe your company: Driven



What is the most fun or unique activity your team has participated in this year? This year, our team celebrated the holidays with a Jazz Age-inspired party held in the grand ballroom at the historic Marriott Syracuse Downtown. Employees and their guests were treated to a night of vintage elegance, complete with roaring ‘20s attire, themed cocktails, and a live 8-piece jazz ensemble that set the tone for an unforgettable evening.

What do you see changing in your business world over the next 12 months? With the national decline in accounting majors, we’re seeing competition for talent intensifying. In response, we’re prioritizing the expansion of our recruitment and retention strategies. Major areas of focus are growing our internship program and providing a supportive, growth-oriented culture, which is a key driver in attracting and retaining top talent.

What is something about your company that most people might not know? Dannible & McKee was the first CPA firm in the region to join the Association of Certified Fraud Examiners (ACFE), demonstrating an early and ongoing commitment to excellence in forensic accounting. The firm has since built a robust forensic accounting practice, with a team of certified fraud examiners (CFEs) and professionals certified in financial forensics (CFF).





#13 Seneca Savings

With nearly a century of service to the Central New York community, Seneca Savings is a dedicated community bank employing more than 60 employees and growing. Headquartered in Baldwinsville, the bank operates four additional branches in Liverpool, North Syracuse, Bridgeport, and Manlius. Seneca Savings specializes in supporting small to mid-sized businesses offering a full suite of financial solutions including commercial loans, lines of credit, merchant services, residential mortgages, deposit accounts, online and mobile banking, and identity protection products.

One word to describe your company: Community

What is the most fun or unique activity your team has participated in this year? Each year, Seneca Savings hosts our Big Day Celebration, a fun-filled event where we welcome current and new customers to join us at our branches for food, festivities, and exciting promotions. This year's theme was Video Games. Each branch showcased creative game-inspired décor, and lucky winners took home top prizes including a PS5, Xbox Series X, gaming laptop, iPad, and Nintendo Switch.



What do you see changing in your business world over the next 12 months? The financial industry is rapidly shifting toward speed and convenience, yet customers still value personal connections. At Seneca Savings, we excel by combining cutting-edge technology with personalized service, ensuring customers enjoy both efficiency and the ability to speak directly with someone who truly cares. That's our community bank advantage.

What is something about your company that most people might not know? Seneca Savings is committed to expanding our footprint to provide convenient access for both current and future customers. This year, we opened a new branch in Manlius, and we're actively exploring additional locations to further strengthen our presence across Central New York.



#14 Renewal by Andersen of CNY

Renewal by Andersen of Central New York is a trusted provider of premium window and patio-door replacements, serving the greater Syracuse area and upholds more than 110 years of craftsmanship, innovation, and quality. Renewal by Andersen of Central New York is committed to energy efficiency, offering products designed to reduce heating and cooling costs — an essential feature for Central New York's varied climate. Beyond its products and services, the company actively engages with the local community. Notably, it has partnered with the Joseph's House and Clear Path for Veterans.

One word to describe your company: Innovative

What is the most fun or unique activity your team has participated in this year? We put on a "Pie a manager" fundraiser for Clear Path for Veterans celebrating National Pie Day. RBA of CNY presented Clear Path for Veterans \$800.00 in donations towards the Canine Training Program where service dogs help veterans overcome setbacks and achieve their goals.



What do you see changing in your business world over the next 12 months? The way we gather and deliver information to our customers. This shift will reflect our commitment to adopting and leveraging new technology in a more innovative and efficient manner.

What is something about your company that most people might not know? Our exclusive window-frame material, Fibrex, is made from 40 percent reclaimed wood fiber by weight, which comes from Andersen Corporation's own wood window manufacturing processes.



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1.	<b>Touching Hearts at Home</b> 290 Elwood Davis Road, Suite 310 Liverpool, NY 13088 (315) 503-4896/touchinghearts.com/cny/	in-home companion care	9	Y	Y	Y	Y	N	N	N	EZaccessMD, Tapcheck, paid time off, paid training, 24/7 online support
2.	<b>Standard Heating, Cooling &amp; Insulating</b> 9488 River Road Marcy, NY 13403 (315) 738-1424/standardco.com	heating, cooling and insulating	7	Y	Y	Y	Y	Y	N	N	\$2,000 annual vacation reimbursement.
3.	<b>Pinnacle Family of Companies</b> 5845 Widewaters Parkway East Syracuse, NY 13057 3152511101/pinnacleholdingco.com	Pinnacle’s suite of companies includes Pinnacle Investments, an independent broker-dealer; Pinnacle Capital Management, a money management firm; Confidential Planning, a 401(k) and 403(b) provider; Pinnacle Employee Services, an HR, payroll and benefits provider; Split14 Creative, a creative marketing firm; Bent Ear Technology Partners, an IT company; EverPeak Recruitment, a recruiting services company; and Pinnacle Insurance Associates, commercial insurance company.	11	Y	Y	Y	N	Y	N	Y	flexible remote work if needed, bring your dog to work, annual company parties
4.	<b>ComSource, Inc.</b> 500 Plum St. Syracuse, NY 13204 (315) 682-4115/ComSourceNY.com	value-added reseller of technology, IT professional and managed services, and financial services	11	Y	Y	Y	Y	Y	N	Y	NA
5.	<b>Reagan Companies</b> 8 East Main St. Marcellus, NY 13108 (315) 673-2094/reagancompanies.com	risk management, consulting, bond and investment services	10	Y	Y	Y	Y	Y	N	Y	NA
6.	<b>Usherwood Office Technology</b> 1005 W. Fayette St. Syracuse, NY 13204 (315) 472-0050/usherwood.com	managed IT services and solutions	5	Y	Y	Y	N	Y	N	Y	NA
7.	<b>Nunn’s Home Medical Equipment</b> 1340 Floyd Ave. Rome, NY 13440 (315) 339-4084/nunnshme.com	respiratory care; home medical equipment; enteral feeding pumps & supplies, incontinence products, ostomy products and urological products; certified & accredited fitters for mastectomy bras & prosthesis and compression garments	NA	NA	NA	NA	NA	NA	NA	NA	NA
8.	<b>Lifetime Benefit Solutions</b> 115 Continuum Drive Liverpool, NY 13088 (315) 448-9000/LifetimeBenefitSolutions.com	administration of employee benefits including self-funded medical, dental, Rx & vision plans, 401(k), FSA, HRA, Cobra, DB, retiree billing and premium billing	NA	NA	NA	NA	NA	NA	NA	NA	NA
9.	<b>Bowers CPAs &amp; Advisors</b> 333 West Washington St. Syracuse, NY 13202 (315) 234-1100/bcpllc.com	certified public accountants and advisory services	8	Y	Y	Y	Y	Y	N	N	study materials for CPA exam
10.	<b>FMF&amp;E, CPA, P.C.</b> 125 East Jefferson St. Syracuse, NY 13202 (315) 472-7045/fmfecpa.com	provider of audit, tax, and consulting services, locally and nationally, for the construction, energy, financial institution, manufacturing, and professional service industries	14	Y	Y	Y	Y	Y	N	Y	NA
11.	<b>Propel Pharmacy, LLC.</b> 5962 Rt 31, Suite 4 Cicero, NY 13039 (888) 407-8015/propelpharmacy.com	telehealth	10	Y	Y	Y	N	Y	N	Y	vacation stipend, happiness stipend
12.	<b>Dannible &amp; McKee</b> DM Financial Plaza Syracuse, NY 13202 (315) 472-9127/dmcpas.com	CPAs and consultants	11	Y	Y	Y	Y	Y	N	Y	managed profit sharing plan, education assistance, annual employee gatherings, employee referral program, new business incentives
13.	<b>Seneca Savings</b> 35 Oswego St. Baldwinsville, NY 13027 (315) 638-0233/senecasavings.com	banking and financing	11	Y	Y	Y	Y	Y	Y	Y	NA
14.	<b>Renewal by Andersen of CNY</b> 735 Erie Blvd. W. Syracuse, NY 13204 (315) 748-5870/renewalbyandersen.com	replacement windows and doors	7	Y	Y	N	Y	Y	N	Y	3 weeks PTO within first year

THE LIST

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ABOUT THE LIST

Information was provided by representatives of listed organizations and their websites. While *The Business Journal* strives to print accurate information, it is not possible to independently verify all data submitted. We reserve the right to edit entries or delete categories for space considerations.

Central New York includes Broome, Cayuga, Chemung, Chenango, Cortland, Herkimer, Jefferson, Lewis, Madison, Oneida, Onondaga, Oswego, St. Lawrence, Seneca, Tioga, and Tompkins counties.

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#1

CCMR3

CCMR3 is a nationally recognized debt-recovery organization driven by a mission to help consumers achieve financial wellness with dignity and respect. Headquartered in Syracuse, CCMR3 specializes in third-party collections, legal servicing, and much more. The company is known for its innovative technology, data-driven strategies, and commitment to client success. What sets CCMR3 apart is its people-first culture. With a focus on growth, collaboration, and excellence, the organization empowers its employees to bring their best selves to work each day.

**One word to describe your company.** Elevated

**What is the most fun or unique activity your team has participated in this year?** This year, CCMR3 launched one of its most exciting initiatives yet—an all-company contest with a grand prize of an all-expenses-paid trip to Saint Lucia for two. The challenge was simple: if the company hit its ambitious goal of \$85 million in sales by year-end, 10 lucky employees with their plus-ones would win a tropical getaway to Sandals La Toc. This one-of-a-kind experience sparked camaraderie, inspired healthy competition, and showed that when the team wins, everyone shares in the reward.

**What do you see changing in your business world over the next 12 months?** CCMR3 anticipates continued growth and innovation, driving smarter strategies and more personalized experiences. As we scale, our focus will remain on maintaining a people-first culture, enhancing employee development, and staying agile in an evolving regulatory and economic landscape.

**What is something about your company that most people might not know?** CCMR3 operates almost entirely remotely across the U.S., yet has built a culture so connected that employees often say it feels like working with family. Despite the distance, we prioritize personal touches, intentional recognition, and meaningful engagement every single day.



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#2 Human Technologies

Human Technologies is a self-sustaining social enterprise with a mission to create meaningful employment opportunities for people with differing abilities. Human Technologies operates on the belief that the work of their people transforms communities, and with each new opportunity, it proves that business can be a powerful force for good. Today, more than 340 individuals across New York, Pennsylvania, and Delaware, are employed in inclusive environments that recognize ability and reward contribution. Employees deliver high-quality services to commercial, state, and federal customers through core lines of business, including environmental services, facilities management services, uniform management services, 3PL Services, and manufacturing and packaging. Customers include the U.S. Forest Service, USDA, U.S. Department of State, New York State Police, and Oneida County.

One word to describe your company: Transformative

What is the most fun or unique activity your team has participated in this year: We host monthly “Fun Friday” sessions designed to strengthen culture, build connections, and, most importantly, have fun. One standout this year was a company-wide Jeopardy showdown, complete with teams, buzzers, and our VP of operations fully suited up as the late Alex Trebek.

What do you see changing in your business world over the next 12 months? We plan to expand our operations deeper into Pennsylvania and the Rochester region, strengthening our mission by creating more jobs for people with differing abilities and enhancing our ability to deliver customer value across state lines.

What is something about your company that most people might not know? Human Technologies reinvests 100 percent of its profits back into its mission to create jobs for people with differing abilities. Behind every service we deliver is a purpose-driven workforce transforming lives through meaningful employment.



#3 Buckeye Corrugated Inc. (BCI)

Founded in 1958, BCI has grown tremendously, both in size and in service. BCI has expanded our capabilities to offer more to our customers while building our reputation for always putting them first. Delivering creative, attention-grabbing corrugated solutions takes more than top-of-the-line equipment. It also takes a dependable, responsive team of experts with a reputation for putting customers and their needs above all else. The secret to our success is that we don’t just build boxes — we build relationships — with our customers, with each other, and with our communities.

One word to describe your company: Teamwork

What is the most fun or unique activity your team has participated in this year? Grill and Chill Engagement Event

What do you see changing in your business world over the next 12 months? Sustainability has become a top priority for customers. BCI had two choices to respond to these changes: adapt or keep up the status quo. We chose to not only adapt, but also to evolve. We’ll continue to build on what we’ve already created, evolving when needed, but never changing the philosophy that’s gotten us where we are today: Think like customers, act like owners.

What is something about your company that most people might not know? We are employee-owned. This drives our people and our culture.



Buckeye Corrugated  
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#4 ICAN

Founded in 1997, ICAN is a unique nonprofit home- and community-based network that provides individualized and non-traditional services to the highest-risk individuals and families with social, emotional, mental health, and behavioral challenges. ICAN’s team of more than 340 staff and an extensive Independent Practice Association (IPA) of 250-plus providers work together to provide a platform for support, family reunification and preservation to more than 2,500 individuals each day through 24 programs — prenatally through end of life. While headquartered in Utica, services and programs extend into seven counties and counting in addition to its expanded footprint statewide and nationally through a multitude of trainings delivered by the dynamic team. ICAN’s collaboration with the newly opened Utica Children’s Museum puts it on the map as the first human-services agency to co-locate with a children’s museum in its new Family Resource Center.

One word to describe your company: Family

What is the most fun or unique activity your team has participated in this year? Every year, ICAN celebrates Mental Health Awareness Month to spread awareness, education and support to our staff and community. This year our marketing team and clinicians teamed up to launch our Youth Mental Health Ambassadors Group and they worked on projects focused in their schools and communities.

What do you see changing in your business world over the next 12 months? Focused on breaking the stigma of mental health, our approach toward care becomes more focused on trauma-informed care and increasing access to social determinants of health like food insecurity, transportation and housing needs as these can significantly affect the mental health of those who struggle to access them.

What is something about your company that most people might not know? ICAN was honored to have been awarded the Central New York Business Journal’s Mohawk Valley GEAR Award in May 2025.



#5 Kendal at Ithaca

Kendal at Ithaca is a not-for-profit life-plan community located in the heart of New York’s Finger Lakes region. Spanning 105 scenic acres, the campus offers a full continuum of care — independent living, assisted living, and skilled nursing — integrated into one residential setting. Rooted in Quaker values, Kendal at Ithaca emphasizes integrity, dignity, and mutual respect, cultivating a culture where older adults can thrive intellectually, socially, and physically. The organization is distinguished by a strong sense of community where residents and staff provide a mutually supportive environment, driven by the belief that to be a good place to live, we also need to be a good place to work.

One word to describe your company: Community

What is the most fun or unique activity your team has participated in this year? Employee Appreciation week is always big hit, with five days of themed events. This past year was a carnival theme, with a parade, a barbecue, mini-massages, and the now-legendary volleyball and cornhole competitions.

What do you see changing in your business world over the next 12 months? In the new age of aging, we anticipate increased adoption of AI-enabled care tools, smart-home technology, and data-driven wellness planning. As the expectations of older adults’ shift, we’re expanding wellness offerings in the areas of programming, education and culinary offerings — positioning Kendal at Ithaca to deliver an exceptional aging experience.

What is something about your company that most people might not know? In addition to the numerous staff certified dementia practitioners, Kendal at Ithaca was the first senior-living community in the country where residents became certified dementia volunteers — empowering them to support one another with empathy, shared purpose, and leadership in memory care.







#6 Thompson & Johnson Equipment

Thompson & Johnson Equipment Co., Inc. is a third-generation, family-owned business that has been a trusted provider of material-handling equipment solutions since 1954. With locations in East Syracuse, Binghamton, Schenectady, and Horseheads/Elmira, the company serves upstate New York with industry-leading forklifts. Thompson & Johnson is known for building lasting customer partnerships and delivering exceptional service well before it became an industry standard.

**One word to describe your company:** Family

**What is the most fun or unique activity your team has participated in this year?** This past March, our team took part in one of our most anticipated traditions — the bi-annual Dinner Dance event. It’s a formal evening where employees from all four of our branches come together with their significant others to enjoy a night of celebration and connection. It’s a fun and meaningful way to show our appreciation and build lasting memories together.

**What do you see changing in your business world over the next 12 months?** Thompson & Johnson anticipates continued growth in electric forklift and automation technologies within the material-handling industry. We’re preparing by expanding our product offerings, investing in technician training, and enhancing customer support to meet evolving demands for efficiency, sustainability, and advanced equipment solutions.

**What is something about your company that most people might not know?** Thompson & Johnson operates under a unique guiding principle known as the “Stability Triangle.” This model is built on three equal pillars: the customer, the employee, and the company. Every decision is evaluated through this lens — if a decision negatively impacts any one of these stakeholders, it is reconsidered or withdrawn.





#7 Luck Grove Telecom

Luck Grove Telecom, Inc. is a leading provider of telecommunications infrastructure and engineering services, supporting clients across the full project lifecycle — from data collection and permitting to fiber design and final construction. Headquartered in Central New York, the company specializes in a wide range of services including field engineering, annotation and design, pole loading, make ready engineering, and environmental sustainability planning. Luck Grove also offers robust in-house training and professional-development programs, with a focus on career growth and skill-building. Built on core values of innovation, initiative, and integrity, Luck Grove is committed to supporting its communities through youth education, medical research, military and veteran causes, and environmental initiatives. The company fosters a collaborative, inclusive culture where employee engagement is prioritized through events, volunteerism, and recognition programs.

**One word to describe your company:** Driven

**What is the most fun or unique activity your team has participated in this year?** Employees were invited to submit original designs, and the entire team voted on their favorite. The winning design was printed on shirts for all attendees for our 2025 Company Picnic, making it a collaborative and memorable part of the event.

**What do you see changing in your business world over the next 12 months?** The growing demand for broadband expansion and 5G infrastructure is accelerating. In response, Luck Grove is scaling operations, adopting new technologies, and expanding its workforce to meet the evolving needs of the telecommunications industry.

**What is something about your company that most people might not know?** The name “Luck Grove” was inspired by a grove of trees on the company’s original property — symbolizing strength, growth, and deep roots in the communities it serves.



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#8 NBT Bank

NBT Bank is an independent community bank based in Norwich. Offering personal banking, business banking, and wealth management, NBT Bank conducts business from 175 branches in seven states: New York, Pennsylvania, Vermont, Massachusetts, New Hampshire, Maine, and Connecticut. In May, the bank expanded its footprint into the Western Region of New York through the merger of Evans Bank, N.A. into NBT. This added 14 locations in greater Buffalo and four in the Rochester area, and it further solidified NBT’s role as New York’s Chip Corridor Bank across the state.

One word to describe your company: Growing

What is the most fun or unique activity your team has participated in this year? The NBT team sponsored a build with the Utica chapter of Sleep in Heavenly Peace (SHP).

NBT Bank provided funds to purchase the supplies, and a team of employees volunteered to build 12 beds for local children. With other organizations dedicated to providing clothing, meals and toys, SHP’s mission is to provide suitable beds and bedding for young children living without the luxury of a bed to sleep on.

What do you see changing in your business world over the next 12 months? Over the next year, NBT is focused on growing our bank, supporting our people, and evolving our processes to enhance the experience we provide our customers and employees. Given the constantly changing business environment, we will continue to collaborate closely with our clients to address critical needs in workforce development, housing and commercial infrastructure, including warehousing, distribution and manufacturing.

What is something about your company that most people might not know? NBT Bank employs around 50 college students each summer as summer associates.



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1.	<b>CCMR3</b> 318 S. Clinton St., #400 Syracuse, NY 13202 (866) 272-4035/ccmr3.com	full-service revenue-cycle management and collections partner; offer a suite of customized, end-to-end solutions through our advanced technology, people-first approach, and concierge-level service	10	Y	Y	Y	N	Y	N	Y	Wellness Days - 1 additional day off per month in addition to our generous PTO package
2.	<b>Human Technologies</b> 2201 Dwyer Ave. Utica, NY 13501 (315) 724-9891/htcorp.net	third-party logistics, environmental services, facilities-management services, manufacturing, warehousing	11	Y	Y	Y	Y	Y	Y	Y	NA
3.	<b>Buckeye Corrugated Inc.</b> 1203 Kinne St. E. Syracuse, NY 13057 (315) 437-1181/bcipkg.com	manufacturing - packaging	10	Y	Y	Y	N	Y	N	Y	NA
4.	<b>ICAN</b> 310 Main St. Utica, NY 13501 (315) 792-9039/ican.family	provides individualized and non-traditional services and care to the highest-risk individuals and families with social, emotional, mental health and behavioral challenges	10	Y	Y	Y	Y	Y	Y	Y	birthday leave, 4-day workweek option
5.	<b>Kendal at Ithaca</b> 2230 N. Triphammer Road Ithaca, NY 14850 (607) 266-5300/kai.kendal.org	strong, values-based older adult living community on a scenic 105-acre campus in Ithaca; campus provides a serene setting where residents can enjoy a wide range of amenities, services, and comprehensive health-care options	8	Y	Y	Y	Y	Y	Y	Y	comprehensive wellness program: immediate access to miles of walking trails, swimming pool, tennis courts, onsite gym facilities, free exercise classes weekly, healthy heart meals at low cost, 24/7 library; The Employee Future Fund is a scholarship program; The Employee Hardship Fund was created to address those times when life unexpectedly hits staff members with a financial burden that may be difficult to overcome or cause undue stress
6.	<b>Thompson &amp; Johnson Equipment Co.</b> 6926 Fly Road East Syracuse, NY 13057 315-438-2881/thompsonandjohnson.com	material-handling equipment distributor providing sales, service, parts support, rental and leasing of forklift trucks primarily manufactured by Crown, Toyota, and Clark, and under Northeast Dock & Door, complete service and sales for dock area equipment including dock doors, shelters, levelers and restraints	9	Y	Y	Y	Y	Y	Y	Y	Veterans Day is provided as a paid holiday for our Veterans; flexible hours and tuition Reimbursement are handled on a case-by-case basis; health insurance coverage is provided at no charge to the individual employee
7.	<b>Luck Grove</b> 120 Madison St., Suite 900 Syracuse, NY 13202 (315) 960-6101/luckgrove.com	telecommunications surveying, engineering, and construction	10	Y	Y	Y	Y	Y	N	N	NA
8.	<b>NBT Bank</b> 52 S. Broad St. Norwich, NY 13815 (607) 337-2265/nbtbank.com	banking/financial institution	11	Y	Y	Y	Y	Y	Y	Y	NA

THE LIST

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