

Upcoming Workshops and Events

Every manager faces unique workplace challenges... But where can you turn for help, advice, and support?



The UCS Leadership Forum!

The UCS Leadership Forum is your personal board of non-biased advisors. Membership gives mid-level managers the opportunity to openly discuss challenges and issues they face in today's workplace, *confidentially* share best practices from each other's experiences, and learn and develop leadership skills.

The first UCS Leadership Forum Session is on June 12, 2008! Apply by June 9.

Each session will feature a real challenge/issue that a member has brought to the session and forum members will coach that person to solve his/her problem using the *Coaching for Problem Solving* model. (This model will be taught and practiced at the first session).

For more information, pricing, and to register, [click here](#).

Hurry! Space is limited (only 12 members accepted).

How to Hire & Build Effective Teams
"Knowing when to cut your losses"

Presented By The Power of Four Seminar Group

Date: June 26, 2008

Location: Clarion Riverside Hotel, 120 East Main St. Rochester NY 14604

Resources to Help Small Businesses Purchase Equipment

There are many resources available for growing businesses in the Greater Rochester Area. It can sometimes be a daunting task to gather information on all of these programs and then determine what program best fits your needs.

While these programs do have eligibility requirements, many companies qualify for assistance. There is no way to cover all of the Economic Development resources available, but here is information regarding some that are available in our region that assist with purchasing equipment:

The following programs are administered through Monroe County and are for non-retail, for profit businesses that are headquartered in Monroe County. Companies must also:

- Meet the [SBA's definition of a small business](#)
- Create one job for every \$50,000 in equipment purchased up to \$200,000 or increase employee base by 10%, whichever is less. Job creation must occur in Monroe County within 24 months of equipment purchase

The GreatRate: Provides businesses with an interest subsidy on a fixed rate loan or a capital lease used to purchase machinery or equipment, if the company meets its job creation requirement. The subsidy will be 3% or 4%, depending on whether or not the equipment is purchased locally. Call 585-753-2000 or [Click here](#) for more details.

GreatRebate: Provides businesses with a rebate on equipment purchases of at least \$50,000 if the company purchases the equipment with cash (not borrowed funds) and meets its job creation requirement. Rebates can be up to \$5,000. Call 585-753-2000 or [Click here](#) for more details.

Monroe Manufacturing Rewards: Provides manufacturing businesses with a rebate on manufacturing equipment purchases of \$25,000 to \$49,999. The rebate will be \$1,000 upon proof of purchase of qualified equipment. Unlike the 2 previous incentives, there is no specific job creation criteria associated. However, the company must meet the following criteria:

- Be a manufacturer
- Purchase equipment not subject to sales tax under article 28 of NYS Tax Law
- Meet SBA's definition of a small business
- Be headquartered in Monroe County
- Have equipment physically located in Monroe County

Call 585-753-2000 or [click here](#) for more information.

SBA 504 Program: This program provides long-term financing for the purchase of land, buildings and equipment at a fixed-rate on interest. Funding for SBA 504 loans is provided through a partnership between the SBA and a private sector lender. Call 585-753-2000 or [click here](#) for more information.

Tip: The best way to find out if your business and pending equipment purchase is eligible for these incentives is to contact the Monroe County Economic Development office directly at 585-753-2000 **before the equipment is purchased**. In some instances, these programs cannot be used if the equipment has already been purchased.

The City of Rochester also has Economic Development staff dedicated to assisting businesses of all sizes that are **located in the City of Rochester**. With regard to purchasing equipment, the following are some of the programs that are available:

Targeted Business Assistance Program: Through loans, this program assists targeted small businesses facing barriers to raising capital for growth to stimulate city employment, investment, and development. One of the ways this is carried out is by providing capital for real estate purchases, building rehabilitation, new constructions or expansion, machinery and equipment, or working capital.

Time: 8 a.m.-4 p.m.
Cost: \$165.00 per person,
company registrations of two
or more persons \$125.00 per
person

Course Outline

Employee development is a particular headache for many organizations. Just as big an issue as is managing employee development, so is recognizing how and when to cut personnel losses. Learn how to identify the right team players and lead your business to success.

This all day session will include:

- Continental Breakfast & Morning Networking 8-9a.m.
- Catered Lunch & Afternoon Networking.
- Developing Skills and Information Necessary for Hiring.
- The Principles of Motivation and Effective Leadership.
- Coaching and Team Development
- Developing Skills for Employee Retention and Proper Termination Techniques

For more information or to register, [click here](#).

For more information, call 585-428-6808 or [click here](#).

Additional Loan Programs:

Rochester Economic Development Corporation (REDCO) Loan Fund: This program is designed to create/retain jobs and stimulate investment. The fund provides \$25,000 - \$250,000 loans for equipment, real estate and working capital to industrial businesses in the city.

For more information, call 585-428-6808 or [click here](#).

Kodak/City Economic Development Fund: This program provides loans up to \$100,000, which must be used with other capital resources, for real estate, machinery/equipment and working capital to industrial or high-technology firms for projects that create/retain city jobs.

For more information, call 585-428-6808 or [click here](#).

Again, this is not an all inclusive list of the resources available, but it should help give you an idea of the great benefits to doing business in Greater Rochester!

Spotlight on Job Candidates

Let RochesterWorks! Help You Find Your Next Superstar at no Cost to Your Company!

Using the WorkKeys job skills assessment program, RochesterWorks! has validated these job candidates' skill levels in the 3 areas selected by employers as the most important: locating information, reading for information, and applied mathematics. This provides you with valuable, accurate hiring information.

Will one of them be your next "Superstar?"

Candidate #1 is looking for an administrative position within an office setting. Competencies include Microsoft Office, Outlook Express Word and Excel. This individual has worked in various medical and non-medical environments where she has shown her willingness to work both in a team environment and independently. She has a strong ability to work with highly confidential documentation and excellent communication skills. She earned a Bachelor's Degree in Social Work and has obtained a [Bronze](#) Level CRC. If you have any questions about this individual or would like to view his resume, contact Kyle McCarthy Career Services Advisor at (585)241-6040 or kmccarthy@rochesterworks.org.

Candidate # 2 is looking for a position utilizing her diverse background and skills set which will amplify her ability to manage detailed work. She has experience as an x-ray technician, a graphic artist and a passion for the nutrition field. She prides herself on her communication skills, her ability to organize details and learn new things. Candidate number two is eager to grow within an organization. She holds a [Silver](#) level CRC. If you have any questions or would like to view her resume, contact Kathy Ziegler, Career Services Advisor at (585) 258-3523 or kziegler@rochesterworks.org.

Candidate #3 is a [Silver](#) Level candidate has an extensive sales career in a variety of industries. Specialized skills include both account management and new business development for numerous products and services. Highlighted skills include phone selling, customer needs assessments and research and sales forecasting. This candidate has a strong ability to develop new business relationships and increase customer retention. If you have any questions about this individual or would like to view his resume, contact Kyle McCarthy Career Services Advisor at (585)241-6040 or kmccarthy@rochesterworks.org.

About the Career Readiness Credential:

The WorkKeys [Career Readiness Credential](#) (CRC) provides businesses with an easily understood and universally valued skills-based credential based upon ACT's WorkKeys Assessment System. The CRC is a tool that guarantees that a potential employee has a degree of trainability and possesses basic workplace skills in reading for information, applied mathematics, and locating information—skills that all jobs require.

Click to find out what each level means: [Bronze](#) [Silver](#) [Gold](#)

Free Webinars Presented by :



June 4: [Empowerment vs. Accountability](#) Webinar
Using empowerment and accountability to increase productivity.

June 11: [Creating Customer Loyalty](#) Webinar
What it takes to get to "wow!"

June 18: [What You MUST Know Before Investing in Training](#) Webinar
Finding the right solution for your organization.

**Recruiting
Round Rochester
A weekly Job Fair
Connecting Great Talent
with Great Businesses**

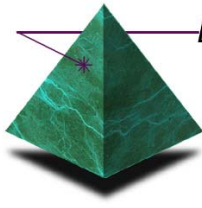
Join us and recruit for your open positions!

The following times are still available:

June 9th: 10 AM-1PM
June 16th: 10AM-1PM

There is no fee for this service!

E-mail [Becky Havranek](mailto:Becky.Havranek@rochesterworks.org) or call 585-258-3546 to reserve your spot!



**Litron
Laboratories**

Spotlight on Business

RochesterWorks! Congratulates Litron on Being Employer of the Month for June!

RochesterWorks! has named Litron Laboratories as Employer of the Month for June. To be named an Employer of the Month a company must be growing, increasing the skills of the local workforce, or offering opportunities to area job seekers. Litron has invested time and resources to increase the skills of their workforce.

For over 35 years Litron has focused on the safety testing of new compounds and devices. From the ultra-competitive pharmaceutical industry, to the demanding health and medical device markets, to the complex needs of ink and toner manufacturers, we help our clients assure the safety of their most promising ideas.

Many of the world's leading pharmaceutical companies place their trust in Litron to continually deliver the highest quality testing services and provide them with a strong competitive advantage.

Litron's Hiring Outlook

Litron Laboratories is always looking for enthusiastic, motivated individuals with technical expertise and/or a strong desire to learn and contribute quickly. Litron anticipates openings in the future for: Research Technicians and Test Technicians.

For more information about Litron, visit www.litronlabs.com

To remove your name from our mailing list, please [click here](#)

Questions or Comments? Contact cbakewicz@rochesterworks.org or 585-232-5232

For a printable PDF version of this newsletter, [click here](#)