

HORT ORM

CAREERS

is, appointments
obator has been named
mmercial business officer
shire First Bank ... TRM
ive hires **Chad Hebert** as
on manager/manufacturing
r ... **Susan Paschell** joins the
the Community Colleges of
mpshire Foundation ... Service
ion hires **Thomas Joyce** as
ident of overseas operations
ina Celentano is the new
ity relations manager for
oast/Northern Division of
ervice of New Hampshire ...
e Cleaners promotes **Brian**
to director of marketing
ment. ▶ Page C3

Know the Law

raph protection
icholson of the McLane Law
wers an employer's question
about asking a po-
tential employee
to take a lie detec-
tor test to evaluate
the accuracy of his
or her application.
With the exception
of government
employers and a
very narrow list
tions for private employers,
n says, lie detector tests are
ble for pre-employment

▶ Page C3

IN THE OFFICE

new habits

Coach columnist **Liz Reyer**
employee whose problem is
stractions, e-mails and "high
ions for responsiveness."
omments: "Figure out what
rol, negotiate expectations
u can, and commit to build-
habits." ▶ Page C4

HILANTHROPY

ig a difference

of America, **Pats Peak,**
h Village Savings Bank
Mary's Bank step forward
munity donations to benefit
that are making a difference
s lives.

▶ Page C2

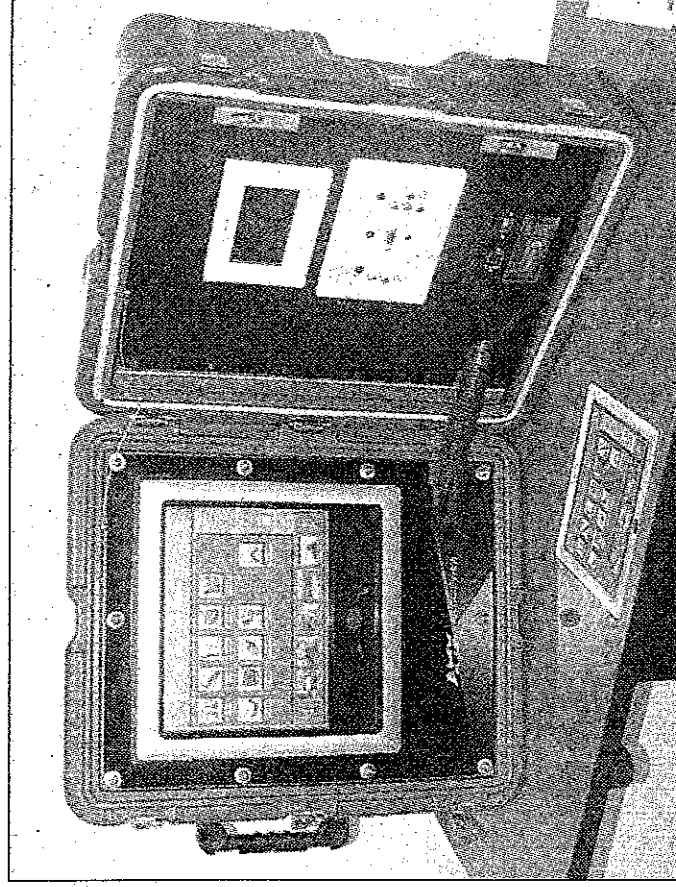
WORKPLACE

s not aside

nist **Carrie Mason-Draffen**
estions from employees
d about employers asking
to support and lobby for
r political views; the process
ing from paper checks to
pay stubs; and independent
r status. ▶ Page C2

HONORS

'Our best year ever!



KIMBERLY HOUGHTON

Shown, from top, is a travel model of an AMX schoolview technology concept, which enables school administrators to control many electrical systems within a school building from a central location. In photo at left, Cheryl Gamst, president of CCS New England, plays a game on a SMART table for children. In photo at bottom, Chris Gamst, vice president of CCS New England, explains how an interactive whiteboard functions.



◆ **Good move:** Since moving to New Hampshire, CCS New England, an audio-visual company, has experienced a 30 percent growth in business.

By **KIMBERLY HOUGHTON**
Union Leader Correspondent

NASHUA — Since relocating to New Hampshire last year, owners of a popular audio-visual company say the move has enabled their business to expand and flourish.
CCS New England, one of the largest audio and visual integrators in the nation, shifted operations from Chelmsford, Mass., and relocated its regional headquarters to the Gate City last summer.

The new facility, located at 132 Northeastern Blvd., has on display numerous high-tech gadgets, including high-definition video-conferencing systems, room-control systems, digital signage, interactive teaching and meeting tools, projectors and more.

The latest audio-visual technology is available for customers to experience first hand, according to Chris Gamst, CCS New England's vice president.

Company officials say that last year's move was a smart decision, and that the business grew about 30 percent because of the change.

"We had a record year," said Gamst. "It was our best year ever."
CCS New England, which now has 22 employees, has hired six New Hampshire workers in recent months. The business took advantage of the New Hampshire Employment Security's job-matching service, allowing an employee to be hired on a trial basis without any financial risk, according to Gamst.

That worker, he said, is now a full-time warehouse manager, adding the program was a tremendous asset to CCS New England.

Nashua's Office of Economic Development also assisted the company by designating the area where it relocated as an Economic Revitalization Zone.

"Because of that, we were able to get substantial tax credits toward our renovations for the building," he said. "We are getting a lot of business incentives here that Massachusetts did not offer us."

Cheryl Gamst, president and owner of CCS New England, agreed, explaining the state has offered a warm welcome to her business. After searching

companies like CCS New England looking to expand to New Hampshire.

"With our favorable business atmosphere and incredible quality of life, the Granite State certainly has a compelling story to tell," Bergeron said in a release.

CCS provides full-service sales, design, integration, installation and maintenance of audio and visual equipment including interactive whiteboards, classroom response systems, projectors, LCD and plasma displays, document cameras and more.

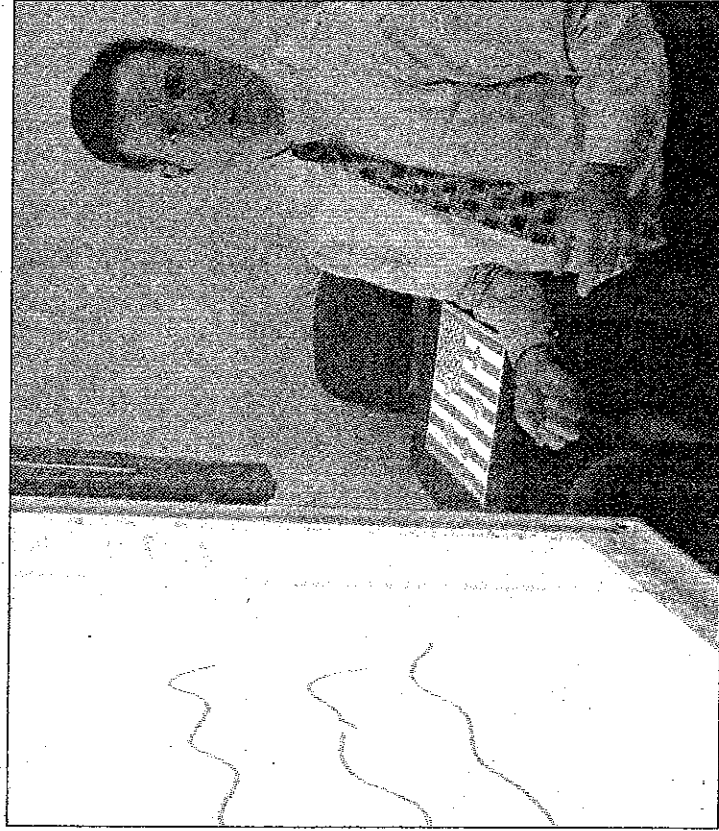
The Gamsts, husband and wife, say the audio-visual industry is evolving, and that organizations and businesses are relying on visual technology for success. Educators are beginning to understand that interactive whiteboards are helping them become more affective, and it is revolutionizing teaching, said Chris Gamst.

In the short term, they plan to hire additional sales and technical workers. In the long term, they are hoping to eventually double the size of their company.

Earlier this month, CCS New England, which was founded in 1998, announced the addition of Craig Wiley as a system-design engineer and Mark Frechette as a lead installer. They will help the company serve customers in the corporate, government and education sectors.

CCS New England has been named a Top 50 Woman Owned Business, Top 50 Diversity Owned Business, and Top 50 Privately Held Business, according to a release. CCS was also recently ranked by Systems Contractor News magazine as the nation's number three top audio visual integrator.

For more information, visit www.ccsprojects.com.



for a building for several years in the Bay State, she said nothing was available for purchase and that most facilities were requiring lease agreements.

Nashua offered several buying locations, and the president says she has no regrets about her decision to move into the 26,500-square-foot industrial building.

"We are even paying less taxes than we would have in Massachusetts," she added.

Michael Bergeron, business development manager for the New Hampshire Division of Economic Development, assisted in the relocation and ERZ tax credits application. He has seen a strong interest from small