

SHORT FORM

TECHNOLOGY

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Facebook calls free

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The application is another step in the industrywide move away from today's phone system and its numbers and toward Internet calling.

Games defeat e-mail

For the first time, games have overtaken e-mail as Americans' No. 2 online time killer, according to new research from the Nielsen Co.

But not surprisingly, blogs and social networks — Facebook, mostly — are still what Americans spend the biggest chunk of their online time scouring.

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Know the Law

Benefits for gays

Jeanmarie Papelian of the McLane Law Firm, writing about workplace benefits for married gays, says New Hampshire recognizes marriages between persons of the same gender but not all benefits available to married heterosexual employees are available to married homosexual employees because New Hampshire's law conflicts with the federal Defense Of Marriage Act.

The federal law defines "marriage" for purposes of all federal laws as a legal union between one man and one woman, and a "spouse" as only a person of the opposite sex who is a husband or wife.

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BRIEFING

NH business reports

Darci Creative, Piscataqua Savings Bank, KDPaine & Partners, Kennedy Gallery and Custom Framing and Salmon Falls Architecture underwrite local artist's show in Portsmouth ... **Cross Roads House** receives \$5,000 grant from **The Bank of America Charitable Foundation** ... **H2O Salon/Spa** recognized by **Elle** magazine ... **Meredith Village Savings Bank** contributes \$1,500 to **March of Dimes** ... **St. Mary's Bank** gives \$3,000 to **Manchester Community College** ... **Maple-Leaf Construction** completes **Reeds Ferry Small Buildings** work ... **Cedar Point Communications** deploys communications systems throughout Poland ... **Sturm, Ruger's SR9c** is "Handgun of the Year."

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CAREERS

Awards, appointments

Michael Panebianco named vice president & trust officer at Cambridge Trust Co. of New Hampshire ... **Hanover Insurance Group** hires **Michael Lee** as branch vice president for commercial lines ... **Mary Elizabeth McNeil** named chairman of the Division of Education at Rivier College ... **Carol Nelson** is the Peterborough Lions Club's "Lion of the Year."

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CALENDAR

NH business events

America's Credit Union Museum will sponsor a **CU 4 Reality Financial Education Fair** in Concord for school aged youths.

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Wounded warriors get chance to work, transition, give back

◆ **BAE program:** Warrior Integration Program provides a working niche for wounded vets.

By DENIS PAISTE
New Hampshire Union Leader

NASHUA

Fifteen recovering, wounded veterans are making the transition to civilian employment through an innovative program at BAE Systems Inc.'s Electronic Solutions unit in Nashua.

Recruited from Warrior Transition programs at Balboa Naval Medical Center, San Diego, Calif.; Walter Reed Army Medical Center, Washington, D.C., and National Naval Medical Center, Bethesda, Md., the veterans are 22 to 45 years old, with an average age of 28.

"These young men have turned out to be leaders beyond our expectation," said Michael Dow, director of the Electronic Solutions Warrior Integration Program.

The first six veterans joined BAE's program in June 2009, and nine more joined last October. They range in rank from corporal to major.

Among the first 15 are a brigade command planner, an Abrams tank leader, one who was the top Army recruiter in Southern California, and one who served in President George W. Bush's Honor Guard.

After he was with the President's Honor Guard, the soldier went into battle and was hit with an IED. He's now employed at BAE, a company focused largely on military products and warfare weapons systems.

A BAE slogan, "We Protect Those Who Protect Us," hits home with the recruits, and points to what they can do for their colleagues still in the military.

Three-part program

The Warrior Integration Program blends career development, education and personal development through community outreach.

"You've got to develop a career, it's your career, not my career, I will open every door for you, I will train you, but it's your career," Dow said.

"The second thing you want to do is to get your education, because without your education... you will limit how far you will take your career," he said.

At BAE, options include manufacturing, engineering, management or development. For higher level jobs, a college education is a must. "You've got to get your education to do that, and you'll never know that until you get your education and you begin to apply it," Dow said.

Most enter the program with an associate's degree or some prior college credits, often gained during their



Nashua's BAE Systems set up a Military Appreciation booth at Fenway Park during the May 23 running of the Run to Home Base. The area included more than 2,000 care packages that would be sent to servicemen and women overseas and roughly a dozen laptop computers hooked up to the Internet for people to send well wishes to military personnel.

COURTESY/BAE

Warrior Integration

BAE Systems' Nashua-based Electronic Solutions group has pioneered a program for integrating seriously wounded Iraq and Afghanistan veterans into a career training program.

Eligibility: Veterans must have been wounded since 9/11/01 and served in Afghanistan or Iraq as part of Operation Enduring Freedom or Operation Iraqi Freedom. Traumatic brain injury, largely from IEDs, is the signature injury of the conflicts.

Small groups: The first group consisted of six veterans, the second of nine.

Rotations: Participants start by working on the factory floor, with career counseling built into each of three rotations. Positions they can try include assemblers, inspectors, test technicians, production control, lean enterprise and continuous improvement.

Partnerships: The veterans in the Warrior Integration Program have teamed up with the Red Sox Foundation and Massachusetts General Hospital in the Home Base program. Twenty-nine Electronic Solutions employees participated in the 3,000-runner Run to Home Base race on May 23.

hospital stay.

"The third thing is, you've got to do is a community outreach," he said. "You'll never know the community you're living in until you actually get out there and understand what the needs of the community are and you help begin to bridge those, and it's paying back what other people did for you."

The veterans found a perfect match in the Home Base program, a partnership between Massachusetts General Hospital and the Red Sox Foundation which is developing a specialized brain injury center at the Spaulding Rehabilitation Hospital in Boston, Dow said.

"They know that every one of their comrades ... and themselves ... have this problem and so they are deeply engaged in trying to find a solution to it," he said.

Degrees of woundedness

Out of respect for the privacy, dignity and honor of the veterans and their families, BAE declined to make participants available to be interviewed. But Dow agreed to share some of their common experiences.

Many of the veterans had intended to have lifetime careers in the military, but the seriousness of their wounds prevented that, and they were separated from military service because of their injuries.

"They have an average of 12 years of leadership, of leading teams in the military. They all have four years or above of military service," Dow said. "They've all had one to two to three tours of duty in Iraq or Afghanistan."

Most have some form of traumatic brain injury (TBI) or post traumatic stress disorder. Often such injuries

are related to improvised explosive devices.

"Most all of our warriors have that (TBI) as a minimum, and they struggle with it deeply," Dow said. "It could go anywhere from not being able to sleep for three to four days, to waking up screaming in the middle of the night, to temper, to anxiety, to 'Don't put me in the cubicle backwards because I can't stand it.' It all takes different forms."

Building on success

The program is currently interviewing candidates for the third and fourth cohorts of the program, and BAE Systems is looking to expand the program in 2011, bringing new members to sites across the United States.

Besides Nashua and Hudson, Electronic Solutions has sites in Lexington, Burlington and Acton, Mass.; Greenlawn, N.Y.; Wayne, N.J.; Arlington, Manassas and Reston, Va.; Ft. Worth and Austin, Texas; Ontario, Calif., and Honolulu.

"We've learned a lot about how difficult this is," Dow said. "It's difficult administratively; it's difficult transitionally."

It takes seven to nine months to complete paperwork for the warriors' separation from military service.

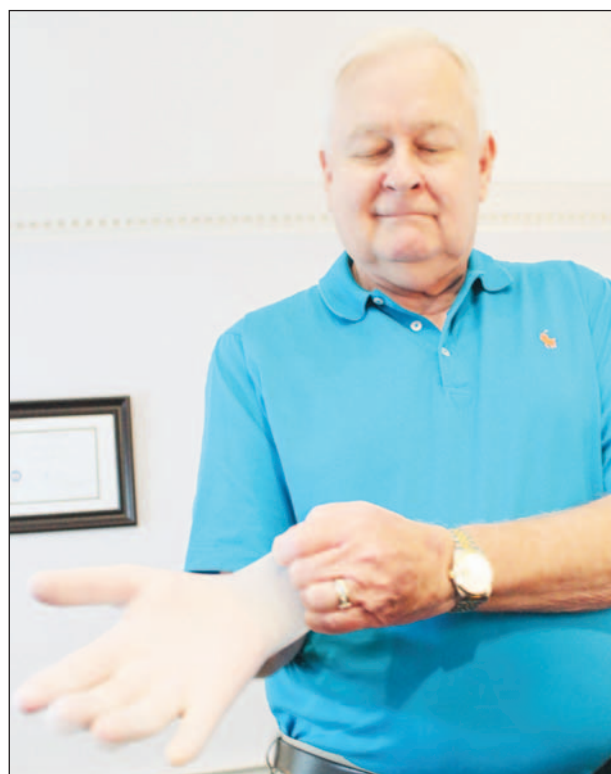
But once they arrive at BAE, they become part of the Warrior Integration Program Team, Dow said, and the veterans have developed their own motto: "Same Job, Different Uniform."

"They have been long outstanding, committed to the United States in the military services they belonged to.

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Bedford company out to lay a glove on bacteria

By GREG KWASNIK
Union Leader Correspondent



Ken Moshier, president of Omni International of Bedford, slips on a new antimicrobial glove that neutralizes harmful fungi and bacteria. The company will launch the new glove this month, sending out 13,000 boxes to restaurants and supermarkets.

BEDFORD — In this age of ubiquitous antibacterial soap, tissues and cotton swabs, one Bedford company has chosen to play its hand with an antimicrobial glove.

Later this month, worldwide glove distributor Omni International will launch its first shipment of a vinyl food-service glove with built-in antimicrobial technology proven to kill harmful fungi and bacteria such as E. coli and Salmonella.

"We're in areas where the industry has never gone before," said Ken Moshier, president of Omni International. "To the best of my knowledge, this is the first anti-microbial glove that has been put into commerce."

More than 13,000 boxes of OmniShield gloves will start to go out to national restaurant chains and supermarkets later this month, said

Ron Fleitz, Omni International's vice president of sales and marketing.

The company is also working to sell the gloves through a major national retailer.

Moshier said his gloves are different from other antimicrobial products because the technology isn't sprayed on or added in post-production — it is literally built into the glove's vinyl compound. When potentially harmful fungi or bacteria come into contact with the glove, an electrochemical reaction penetrates cell walls and effectively stops micro-organisms from functioning.

In the food-service industry, the first target of Omni's technology, Moshier hopes the gloves will help limit the spread of Salmonella, E. coli and other outbreaks that occasionally spread through fast-food chains and other restaurants.

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GREG KWASNIK

Dish to stream live TV on iPad

PHILADELPHIA (AP) — Dish subscribers will soon be able to watch live satellite TV on their mobile devices at no extra cost.

Dish Network Corp. is planning to offer the feature on the iPad, iPhone, iPod Touch and BlackBerry devices in September and on phones using Google Inc.'s Android system in October.

Subscribers will need special hardware. One option is Sling Media Inc.'s SlingBox, which retails for \$180 to \$300. Dish subscribers can also pay \$200 to \$400 to upgrade to Dish's high-definition digital video recorder with SlingBox features; they'll need to pay \$10 a month for multiple DVR service, but they'll get recording capabilities with it. Sling is owned by EchoStar Corp., whose chairman is Dish CEO Charles Ergen.

Viewers using Dish's new app can switch channels remotely. But if someone at home is watching one channel, the person using a mobile device elsewhere has to watch the same thing, unless the DVR being used has a second tuner. SlingBox also can access programs recorded on your DVR, but the box itself can't record.

Tech Bits

The Associated Press

The offering from Dish is the latest in the race for video supremacy among subscription TV providers.

With most TV viewing households already signed up for a cable, satellite TV or video service from a phone company, companies have to step up promotions to lure subscribers. These include free HD for life from Dish and DirecTV Inc., and a two-year rate guarantee from Comcast Corp. on its HD TV, Internet and phone plan.

Vonage makes free Facebook phone call app

NEW YORK (AP) — Vonage, a pioneer of home phone service over the Internet, has a new application for the iPhone and Android phones that provides free calls between Facebook users.

The application is another step in the industrywide move away from today's phone system and its numbers and toward Internet calling.

Vonage Mobile for Face-

book is available as a free download for iPhone, iPod Touch and Android phone users. They sign in with their Facebook username and see a list of Facebook friends who also have the app.

Tapping a name places a call to the friend, whose phone rings. The app doesn't need to be running on the friend's phone for the call to go through.

"Essentially, we've given Facebook a voice," said Marc Lefar, the CEO of Vonage Holdings Corp., which is based in Holmdel, N.J.

The calling works over cellular broadband, so-called 3G, and over Wi-Fi. It doesn't use calling minutes, but will use up data, which could be a concern for subscribers to AT&T's new limited data plans for smart phones.

In tests between a few phones in New York, call quality varied. On an iPhone 3GS, audio delays made the calls impracticable.

Games defeat e-mail as online time eaters

NEW YORK (AP) — For the first time, games have overtaken e-mail as Americans' No. 2 online time killer, according to new research from the

Nielsen Co.

But not surprisingly, blogs and social networks — Facebook, mostly — are still what Americans spend the biggest chunk of their online time scouring.

Of the nearly 24 hours of time that Americans on average spent online during the month of June, 23 percent was on social networks and blogs, Nielsen found.

That is up from 16 percent in the same month a year earlier.

By far the most visited social network was Facebook, which recently celebrated reaching half a billion active users worldwide.

The site commanded 85 percent of the time Americans spent on social networks.

Games, meanwhile, accounted for more than 10 percent of Internet users' total time online in June, up from 9 percent last year.

E-mail, on the other hand, counts for just 8 percent of Americans' Internet time, down from nearly 12 percent last June.

That could reflect many Americans contacting friends through Facebook or phone text messages rather than traditional e-mail.

The most popular online games were from Electronic Arts Inc. Its Web games include "Tiger Woods Online" and casual games played on Facebook.

NH BUSINESS

B2B • New Businesses • Events

Citizens branding Cumberland Farms ATMs

PROVIDENCE — Citizens Financial Group Inc. is partnering with self-service provider EDC to brand nearly 600 ATMs at Cumberland Farms convenience stores in New England, the mid-Atlantic region and some locations in Florida.

The new, withdrawal-only ATMs will display the Citizens Bank logo on the ATMs, welcome screen and receipts. The majority of the new Citizens Bank-branded ATMs are in New England and the mid-Atlantic areas, serving customers in Connecticut, Delaware, Maine, Massachusetts,

New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island and Vermont.

Installation of the ATMs began in June and is expected to be completed by September.

The ATMs, owned and operated by EDC, bring the total number of ATMs available to Citizens Bank and Charter One customers to nearly 3,800. In March, Citizens announced a similar partnership with EDC and Sunoco to brand ATMs at nearly 500 Sunoco APlus Convenience Stores in 13 states throughout the East Coast.

NH Business Reports

Darci Creative of Portsmouth and its client, **Piscataqua Savings Bank**, have joined sponsors **KDPaine & Partners, Kennedy Gallery and Custom Framing and Salmon Falls Architecture** to underwrite the artwork of Bill Paarlberg for his show, "Illustrating Portsmouth," organized by the **Portsmouth Historical Society** to show at the Discover Portsmouth Center through Sept. 10.

Cross Roads House Inc. of Portsmouth, an emergency and transitional shelter serving residents of Rockingham, Strafford and York counties, has received a \$5,000 grant from **The Bank of America Charitable Foundation** for operating expenses.

H2O Salon/Spa of Bedford was selected by **Elle** magazine for its ranking of the best hair salons in the U.S.. It is the only salon in the Granite State and one of only 10 in New England to make the cut in the Top 100 list.

Meredith Village Savings Bank employees, families and friends joined the fight against birth defects, premature birth and infant mortality when they walked in the **March of Dimes March for Babies**. As a Gold Level Sponsor, MVSBC contributed \$1,500 to the cause and bank employees also raised an

additional \$4,474.20, the top fundraising team in the Lakes Region and ranked seventh in the state.

St. Mary's Bank recently gave \$3,000 to **Manchester Community College** to help support its English as a Second Language Café. The funds will allow the college to host the café for another year.

Maple-Leaf Construction Co. Inc. of Nashua completed a new \$1.2 million factory for owner **Reeds Ferry Small Buildings Inc.** in Hudson.

Cedar Point Communications of Derry reached an agreement with **Multimedia Polska** of Meersburg, Germany, for deployment of Cedar Point's communications systems throughout Poland for availability of SIP-based voice services to Multimedia Polska's current and new customers.

Sturm, Ruger & Co. Inc. (NYSE:RGR) of Southport, Conn., which also operates a manufacturing plant in Newport, announce that one of its Ruger handguns, the SR9c, has been named the **Shooting Industry Academy of Excellence "Handgun of the Year"** for the third straight year. The SR9c is an extension of the SR9 striker-fired pistol, a compact 9mm pistol.

BAE

Continued From Page C1

They are a very tight knit organization, they take care of one another, they train one another. So when they were interrupted in their service based on their woundedness, they felt broken, they felt separated," Dow said.

"When they came here and they started making the kinds of products that — "We Protect Those Who Protect Us" — they really found an identity that they had a way to continue to give back to the warriors that are in-country, and that has made a big difference for them in terms of their transition," he said.

For BAE's Electronic Solutions, the degree of the veter-

ans' experience with military electronics was a welcome surprise.

"They all have been experienced in infantry communications and electronics," Dow said.

"That basic experience level in electronics and in leadership was pretty much unknown to us when we went into this," Dow said.

"We're getting a tremendous group of people out of this," Dow said. "We are getting far more out than we're putting in, far more."

On the Net:
www.baesystems.com

Ken Mosher, 's
Omni
International
of Bedford
will ship its
initial batch of
13,000 boxes
of its new
antimicrobial
gloves this
month.



GREG KWASNIK

Gloves

Continued From Page C1

Mosher soon hopes to apply the antimicrobial technology to medical gloves, clothing and other products. A year ago, he founded a second company, Anti-Microbial Solutions, which has a global license to market the technology.

"We can come to a clothing manufacturer, we can go to any number of different companies, and work with them," Mosher said. He said he has several projects well under way, right now, that "I'm not at liberty to discuss."

Mosher, who spent 25 years selling gloves for Tillotson Corp. before starting Omni International ten years ago, said he has high hopes for his New Hampshire-based technology. Having lived in the Granite State for the past 35 years, Mosher has plans to keep his business headquarters in New

Hampshire, where the high quality of life and low taxes have created an ideal business environment.

"Here we are in Bedford, New Hampshire, and we're coming out with technology that I think will be accepted worldwide," Mosher said. "As I said earlier, I think it has the opportunity, or it has the ability, to save lives."

While Mosher is enthusiastic about the gloves, he is quick to caution that they are not a replacement for safe food preparation practices. Guidelines set by the Food and Drug Administration put strict limits on how Mosher can market his technology, which does not prevent cross-contamination.

"What it does is, it's protecting the product itself," Mosher said. "We cannot make any claims — and justifiably so — that it's going to do anything to assure the user that that glove has no contaminants on it."

So while the physical material of the glove may itself neutralize dangerous microbes, it will not kill residual contaminants. Just as with any other glove, a food-service worker who handles raw chicken or other meat products will have to put on a new pair of gloves when preparing salad or other ready-to-eat food.

Though Mosher has big plans for his business, he said money is not his primary motivation for developing the antimicrobial technology.

"Certainly we all want to make money — we're in business to make money," Mosher said. "But where I am in my career, I'm more looking at what I can do to help mankind versus how many more dollars I can put into my pocket."

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Calendar

America's Credit Union Museum will sponsor a **CU 4 Reality Financial Education Fair** as part of a teen conference on Thursday at the New Hampshire Technical Institute in Concord to give about 150 conference participants a chance to practice personal financial management skills. Geared for middle- and high-school aged youths. 629-1595 or e-mail: Bryan@acumuseum.org.

Greater Nashua Business and Professional Women's seminar: **"Women's Self Defense & Empowerment,"** Friday, 6 to 8 p.m., Holistic Self Care Center, 12 Murphy Drive, Nashua. 883-1490.

abi seminar: **Early-stage Contracts for Small Businesses**, by and attorney Angela Martin, a workshop on employment agreements, non-disclosure agreements, non-compet

agreements, etc., on Wednesday, Aug. 18, noon to 1 p.m., at the Amoskeag Business Incubator, 33 So. Commercial St., Manchester. e-mail jesse@abi-nh.com or call 629-9511.

Cornucopia Wine and Cheese Market will host a **Business Before Hours** for the Exeter Area Chamber of Commerce on Tuesday, Sept. 14, at 7:30 a.m. at 4 Front St., Exeter. 772-2411 or www.exeterarea.org.

Tri-City Expo, by Nashua, Manchester and Concord chambers of commerce, Thursday, Sept. 30, 3 to 7 p.m., Expo Center at the Center of New Hampshire, Manchester. Exhibitor space, 224-2508; Sponsorship, 666-6600; General information, 881-8333.

To post events or view more listings, please visit unionleader.com/bizcal.

Contact Us

Business Editor: Bill Regan.

Business news desk: (603) 668-4321, Ext. 324; New Hampshire Union Leader, P.O. Box 9555, Manchester, N.H. 03108-9555; fax: 668-0382; e-mail: finan@unionleader.com; Web: www.unionleader.com

Business Reporting Desk: Denis Paiste, 668-4321, Ext. 323.

News releases: Calendar/Briefing/People items should arrive 10 days to two weeks prior to publication.

People: Personnel announcements are generally limited to supervisory or management positions.

E-mails, Photos: Send news releases as text in the body of an e-mail. Attach photos to e-mailed news releases, as .jpg files (200 dpi).