

UltraCell Snags \$50K in Startup Cash at Second Annual TechOut Competition



Green insulation proved itself to be the startup darling at the 2013 TechOut competition held on September 26 in Nashua, NH. UltraCell, located in Manchester, collected the first place prize money, with Kinetic Surface Control and CranioVation claiming second and third respectively. TechOut is New Hampshire's largest startup competition, providing half a million dollars in financing over five years to entrepreneurs with the most viable plans to develop and market new technology products or solutions.

Six finalist companies were competing for \$100,000 in prize money and made four-minute presentations to the live audience during the TechOut event. A panel of judges awarded the top two prizes with third prize, \$20,000, chosen by the audience at the event.

The NH High Tech Council and the abi Innovation Hub came together to present this year's TechOut. The competition is open to companies that have been in business for fewer than three years, raised less than \$250,000 in funding and have less than \$250,000 in revenue. The competition awards \$100,000 in prize money: first place receives \$50,000, second place \$30,000 and third place \$20,000.

UltraCell Insulation has a patented means of producing cellulose insulation from recycled cardboard, allowing the utilization of corrugated cardboard as a feedstock, a widely available, clean and growing recycled resource, which is not



Continued on page 2

Technology: An Ever-Changing Environment

As parents, many of us have entered the most wonderful time of the year: our kids going back to school. While this is a time-honored tradition, these students are returning to classrooms that are much different than the ones we occupied in those autumns of yesteryear.



Paul Mailhot, NHHTC Chair

Technology has changed the educational system. Teachers are now more likely to have a laptop on their desk than they would an apple. The battery charger has replaced the pencil sharpener. Kids are just as likely to ask permission to access a website, as they are to use the restroom.

Students are learning new ways to communicate, connecting with virtual classrooms around the world, and discovering the only limit to their futures is the boundary of their imaginations.

These are valuable lessons to learn at a young age because these students will soon understand the impact technology will have over the course of their lives. Technology has changed the way we work, making it easier and faster for businesses to get started and for ideas to spread. Technology has changed the way we live our lives, as we can now stay in touch with far-away loved ones through email, text and real-time video, or capture every precious moment on our camera phones.

Continued on page 3

Thank you to our 2013 Corporate Sponsor Program participants

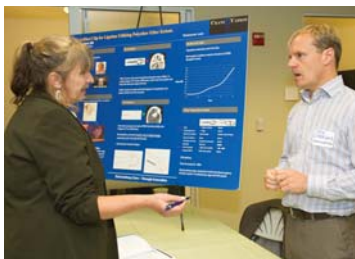


economically viable to utilize by other means. The resulting product is free of inclusions, has a more uniform color, and can be produced at a lower cost. In addition, the green attributes of providing substantial carbon savings with locally-produced recycled materials make UltraCell’s product even more attractive. Jonathan M. Strimling, president and CEO, said, “I want to thank the High Tech Council and the abi for putting this together. We’re very honored to win this award. I was very, very impressed watching the other presenters thinking ‘Wow, they’re really good.’ So we really appreciate this. We really do need help to move us forward and this money is going to make a huge difference in our ability to do it.”

Kinetic Surface Control, Inc., based in Newmarket, NH, is a services company focusing on corrosion removal and surface preparation for industrial and military markets. Kinetic is developing an innovative and proprietary Drop Blast™ resurfacing technology. Drop Blast will be used to strip paint, corrosion or other surface coatings from metal, concrete or asphalt surfaces and prepare these surfaces for repainting, recoating or resurfacing. Drop Blast is the only 100% water-based system capable



of quickly cleaning and profiling various substrates in a single step. Said company CEO Steve Graves, “We really appreciate this opportunity. This money is going to let us keep



the momentum going. We’ve got an \$800,000 grant pending with the Navy and we’re hoping for good news on that in January and this will help us get there.”

CranioVation, of Concord, NH, is developing an aneurysm clip that is made entirely of biocompatible plastic that will not interfere with any imaging modality. The clip will be used in the same manner as existing clips—to stop bleeding. However, it will preserve the doctor’s ability to take a clear image of the brain. Of their third place award, CranioVation co-founder Craig Litherland said, “We were happy that the judges chose us to go to the finals and fortunately we were able to win the audience choice prize. We will use this funding to build and test prototypes in order to show that the design meets the performance requirements.”



The presenting sponsor of the 2013 TechOut competition was Borealis Ventures, with additional sponsorships from Brady Sullivan Properties; Dyn; FairPoint Communications; Dunn Rush & Co; Cook, Little, Rosenblatt & Manson; BerryDunn; Delta Dental; and the Holloway Automotive Group. ■

Photography by Abbigail Saffian

Thank You to our Sponsors



Paul Mailhot – Continued from Page 1

But all of these gifts don't happen magically. They become reality through the hard work and dedication of individuals who form companies that are willing to take risks. We in New Hampshire are lucky to have many of those companies call our state home.

Institutions like DEKA, BAE Systems and Dyn are the cornerstones of our tech ecosystem. They are living, breathing success stories that help demonstrate that the Granite State is a great place to grow and nurture amazing tech companies.

Yet, as technology constantly reminds us, we must look toward the future. If technology is always changing then there needs to be new companies to provide those changes and a climate in which they can be nurtured. Who are the next titans of technology within our state and how can we help them take the leap?

Fortunately, there are several great events coming up this fall that will help answer those questions. The Council has made a commitment to help new ideas gain exposure and recognition as part of our efforts to support the overall tech ecosystem in the state.

The first event is TechOut, a five-year, \$500,000 tech startup competition that identifies, challenges and then supports the brightest startups in New Hampshire. TechOut is a great chance to glimpse the future today.

This year's competition was held on Thursday, September 26. The six finalists represented the true diversity of innovation in New Hampshire. They included: ApplyKit, BlokBox, Craniovation, Kinetic, StreakMedia, and Ultracell. See the summary story in this newsletter to learn more about the results.

On October 16th, our popular Entrepreneur Forum kicks off its annual series with pitches from Leveraged Developments and TechOut finalist, BlokBox. Don't miss these affordable and fun events held at FIRST in Manchester.

In the future, perhaps one of these Entrepreneur Forum presenters or TechOut finalist companies will be competing in our Product of the Year competition, which shines a light on the most innovative work being done by our tech businesses. This event will be held on Tuesday, November 12th, and is always a lot of fun because the audience plays an active role in selecting the winner.

I would strongly encourage all of you to attend these events. As technology continues to influence history books, attending these events is to help author the next chapter.

These events do more than simply promote new startups and recognize top innovations—they strengthen the fabric of our entire tech ecosystem. Greater awareness of our new ideas and of our success stories can inspire us to look at our own businesses through fresh eyes. Innovative products can challenge us to ask, "How can I do it better?"

Attend these events and show your children that even after you leave the classroom, you should always keep learning, as lifelong learning is now a required course. ■

Get ready! Product of the Year is Almost Here!



The 8th annual Product of the Year competition, one of the major business events in New Hampshire, will be on November 12, held again this year at SERESC in Bedford, NH.

In mid-October, up to five finalists will be selected and awarded with POY Judges' Awards.

During POY, the Judges' Award winners will present their products in a trade show format that includes a seven-minute presentation to a live audience of roughly 300 people.

Major POY sponsors include Dyn; FairPoint Communications; Nanocomp Technologies; Cook, Little, Rosenblatt and Manson pllc; Hanover Insurance; and Cross Insurance. Additional sponsorships are available by contacting info@nhhtc.org. ■





Celebrating the Entrepreneur

By Jamie Coughlin, Dartmouth College

What an amazing past few weeks it has been for the “Live Free and Start” ecosystem. We just completed the biggest startup competition in NH—TechOut. In the process, we identified close to 50 new entrepreneurs and projects, and ultimately invested over \$100,000 into three well-deserving startups, UltraCell Insulation (1st Place), Kinetic Surface Control (2nd Place) and CranioVation (3rd Place). Congratulations to all of them.

The success and uniqueness of our ecosystem will always be, because it's built for entrepreneurs, by entrepreneurs. Our job is to continuously promote this fact and most importantly, celebrate the entrepreneur's achievements along the way. The more we create platforms to get entrepreneurs found, the greater the likelihood that we can accelerate the growth of the entrepreneur's startup by connecting them with the appropriate resources. In that spirit, I'd like to recap the finalists of this year's TechOut. And I encourage you, the reader, to connect with the amazing startups we have here in NH, in hopes that you might reach out and do what you can to support.

ApplyKit: ApplyKit manages the entire college selection and application process with a two-sided platform: a student dashboard and a parent/collaborator dashboard. When a student adds a school to his or her list on ApplyKit, he or she can view all the application information for that school—including deadlines, application requirements and essay questions—and can then apply to the school without leaving the website. ApplyKit puts all the moving parts of the college application process in one place in the cloud: providing tools for tracking progress; connecting all the stakeholders in the process (parents, teachers, mentors); and granting parents access to all the resources needed for a successful college selection process.

Blok Box: The \$680 billion US Leasing Industry suffers a staggering \$19 billion payment default rate without any effective collection solution. Blok Box changes this dynamic by providing a payment enforcement tool as effective as that of an electric utility provider... an “off” switch. The patented Blok Box is a remotely-controlled disabling device that provides leasing companies with immediate enforcement control of any electrical equipment that is 110 or 220 volt powered. Additionally, Blok Box functions as a surge protector and is comparatively priced.

CranioVation: CranioVation was founded to address an unmet need in neurosurgery for patients who have hemorrhagic brain aneurysms, or bleeding on the brain. This is a critical illness with only half of the patients surviving. Those who do survive have a metal device surgically implanted in their brain to stop the

bleeding. Unfortunately, this metal implant decreases the effectiveness of any MRI or CT image that the patient will require because the metal interacts with the image radiation, obscuring the image. Without an accurate means of imaging the brain, the doctor must use invasive surgical procedures to diagnose any complications or injury in the brain for the remainder of the patient's life.

The CranioVation product is an aneurysm clip that is made entirely of biocompatible plastic that will not interfere with any imaging modality. The clip will be used in the same manner as existing clips—to stop bleeding. However, it will preserve the doctor's ability to take a clear image of the brain.

Kinetic Surface Control: Kinetic is a services company focusing on corrosion removal and surface preparation for industrial and military markets. Kinetic is developing an innovative and proprietary Drop Blast™ resurfacing technology. Drop Blast will be used to strip paint, corrosion or other surface coatings from metal, concrete or asphalt surfaces and prepare these surfaces for repainting, recoating or resurfacing. Drop Blast is the only 100% water-based system capable of quickly cleaning and profiling various substrates in a single step.

StreakMedia: To inform and entertain—StreakMedia is the premier newsletter connecting college students to their campuses across the country, innovating the way in which a vital demographic interacts with and consumes news. With just one email a day, a subscriber receives a comprehensive news and media run-down that can be consumed in just 30 seconds or extend to hours of in-depth content surfing. With over 6,400 subscribers across 19 university-specific publications and one city-specific publication, the Streak content-curation model has proven to be scalable.

UltraCell Insulation: Cellulose insulation has grown rapidly in market share within the \$4B insulation market because of its superior performance to fiberglass as an insulator and already dominates the retrofit market. But traditional cellulose is manufactured from recycled newspapers, and as readers go online and production dwindles, supply is constrained. UltraCell Insulation has a patented means of producing cellulose insulation from recycled cardboard, entering a growing market with both performance and production cost advantages.

So congrats again to our winners and all the finalists; they have been funded and most importantly, they have been found. I encourage all of you with your own startup aspirations to reach out and get in touch. You could be the one walking away with the prize package next year. ■

Guest Writers Wanted!

Do you or your company have insight regarding a timely or relevant subject? Ever want to place a guest column in our newsletter? Now is your chance! The Council is always looking for fresh subject matter that our readers and members would find helpful and informative. One advantage to having a wide-ranging pool of membership is our ability to spread the word on the latest and greatest topics — trends and opportunities, new innovations, trade secrets, marketing, regulatory issues, human resources, and breaking data are just a few examples.

If you are interested in submitting a guest column, please email Judy at info@nhhtc.org. We'd love to take a look and help get your information out!



Save The Date

Next Entrepreneur Forum — October 16

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Leveraged Developments and Blok Box to Pitch

The next round of aspiring entrepreneurs has been selected to present at the next Entrepreneur Forum. Leveraged Developments of Portsmouth and Blok Box of Lebanon will present their business plans and product ideas to, and receive equally targeted feedback from, a panel of industry-specific experts specially selected for each company. The Entrepreneur Forum will be held on Wednesday, October 16, beginning at 5:20 p.m. at FIRST Place in the Millyard in Manchester.

Founded by serial entrepreneur Jeffrey Carlisle, Leveraged Developments has developed a fluid control module, Breeze™, which forms the heart of an intravenous (IV) infusion pump. Breeze offers many unique features that differentiate it from conventional IV pumps, including a faster load and prime time, continuous operation design, and a simpler surface for easier cleaning.

Blok Box changes the leasing industry's \$19 billion default rate by providing a payment enforcement tool

as effective as that of an electric utility provider—an “off” switch. The patented Blok Box is a remotely-controlled disabling device that provides leasing companies with immediate enforcement control of any electrical equipment that is 110 or 220 volt powered. Additionally, Blok Box functions as a surge protector.

Between the two presentations a “Sky Dive” will be held, during which an early stage company, nonprofit or student-driven entity focuses on a specific challenge or opportunity they are facing.

Join the Council for networking, food, drink, and the presentations at the Entrepreneur Forum on October 16, 2013. For more information or to register for the event, visit the Council's website at NHHTC.org. The Forums are held three times a year and are sponsored by Baker, Newman, Noyes; Bernstein Shur; Dyn; Ziftr; and Hayes Solloway. ■

Tax Experts to Discuss Impact of New Massachusetts Tax Laws on NH Tech Sector

New tax legislation adopted by Massachusetts this past summer will impact many technology and services companies in New Hampshire and across the country. While a sales and use tax to computer design and software modification services, dubbed the “tech tax,” was repealed in late September, another less-noticed law changing how the income tax applies to service businesses will have far reaching impacts on New Hampshire companies.

The NH HighTech Council is sponsoring a special breakfast seminar on Wednesday, October 9, to focus on the new income tax law. The event is co-sponsored by the law firm Rath, Young and Pignatelli, P.C., and the presentation will be led by tax attorneys Bill Ardinger, Chris Sullivan and Kathy Michaelis.

“We are relieved that the ‘tech tax’ on services being provided in Massachusetts has been repealed. However, the second tax is more onerous as it could impact any New Hampshire tech-related business providing services across the border directly or virtually,” said Matt Cookson, executive director of the Council.

According to an analysis prepared by Rath, Young and Pignatelli, the new income tax change, known as “market based sourcing,” will affect thousands of New Hampshire businesses providing services to Massachusetts customers. Potentially impacted businesses include financial services, accounting, architectural and law firms, software and technology firms, construction and engineering firms, and other consulting or service-based industries.

This educational seminar will run from 8:00 until 9:15 am at the University of New Hampshire Manchester campus' Pandora Building and is free for Council members, \$10 for non-members. Individuals can register at nhhtc.org.

The income tax change takes effect January 1, 2014. The Massachusetts Department of Revenue is drafting rules in the next few months regarding how the new law will be implemented and enforced. ■



Google Shift Has Marketers Scrambling to Beef Up Content

By Laura R. Aronson

On September 23, citing a desire to protect users' privacy, Google announced it will begin encrypting all search activity, except for clicks on advertisements. There's been speculation that Google is attempting to block NSA spying activity. Equally likely, Google wants more revenue from AdWords.

This change virtually ends marketers' reliance on insights from Google data to perform search engine optimization (SEO), the manipulation of web page terms and phrases to improve visibility in "natural" or "organic" (non-paid) listings. In general, the earlier (or higher ranked on the search results page) and more frequently a site appears in the search results list, the more visitors it will receive from the search engine's users.

Does this mean SEO is dead? Not quite. You can still get keyword data from Google AdWords ("pay per click") and from other search engines, like Bing and Yahoo, which have 33% of the search market. But both of these alternatives have limitations (cost and relevance), so marketers are scrambling.

What's most important now is quality content with value for people, rather than bots. The Google shift is particularly bad for keyword phonies ("black hats") who game the system to get clicks. Web developers and bloggers will have to focus on content, plus inbound links from reputable websites and social media.

If you are dissatisfied with the results you've been getting online, Google is giving you an extra nudge to focus on your content. A shift to quality content can

be particularly challenging if you've been relying on graphics and abbreviated messaging. This may be fine for selling shoes, but it just doesn't work in high tech.

For technology companies, content means writing:

- Product photos and diagrams must be paired with good explanations.
- White papers should clearly explain concepts and facts.
- Proof, in the form of testimonials and case studies, really matters to prospects.
- Blogs must speak to the interests and concerns of your customers.
- Videos should be scripted to effectively convey your message.
- The online strategy should be coordinated with mailings, trade shows, and other "offline" marketing.

Writing is a skill that takes years to learn, and even then it's hard work. For professionals who are focused on engineering, coding, or sales, writing may fall outside their comfort zone. They may find that the cost of outsourcing to a professional copy writer is justified by improved marketing results.

Until they buy, people don't know how good you are. They only know how good your marketing is. Take the nudge from Google, and beef up your content with substance that matters to your customers and prospects. ■

Upgraded Airport Display Receives Regional Recognition

The NH High Tech Council debuted a new video exhibit at the Manchester-Boston Regional Airport highlighting efforts that make New Hampshire a great state in which to live and do business. Spearheaded by the Council, other groups initially taking part in the project were the NH Department of Resources and Economic Development (DRED), Stay Work Play NH, and the University of New Hampshire (UNH). The video runs continually and greets travelers and visitors as they exit the terminal,

providing snapshots regarding New Hampshire's economy, tech sector, commitment to research, and quality of life.

The recently updated Council display has garnered much attention across the region, thanks to the Associated Press. Articles were published not only in NH by the *Union Leader* and *Foster's Daily Democrat*, but also the *Boston Globe*, and the *Danbury News-Times* in CT, as well as online at NECN.com, Boston.com, and allvoices.com! ■

Why You Should Think “Trade Secret” before “Patent”

By J.C. Villar (patent attorney practicing in New Hampshire)

Some inventions are just not meant to be patented. Certain formulations (e.g., cooking ingredients), patterns (e.g., semiconductor masks), and methods, techniques, and processes (e.g., cooking recipes, bending Teflon tubes, vulcanizing rubber, bonding special coatings on metals, etc.) are examples of inventions that should never be patented. Why? Because a patent on any of them is impossible to enforce.

Consider the case of Eli Whitney, inventor of the cotton gin. His machine for separating seed from cotton was a massive success. It was also simple enough that any plantation owner could reproduce it in his workshop. Whitney found himself having to individually sue every other gin maker. Needless to say, instead of earning him a fortune, the cotton gin put Whitney deeply in debt to his lawyers and into bankruptcy.

Consider also the case of Charles Goodyear, who came up with the recipe for vulcanized rubber. It has all the problems any other recipe has, whether for a chocolate chip cookie baked in the oven at a couple of hundred degrees or for a high-performance ceramic coating baked in a furnace at a couple of thousand. It's a simple matter of mixing the ingredients and applying heat, or applying cold, or polymerizing, or whatever, to attain the final result. Anyone can do it and they can do it in secret.

Are you going to send people out to taste every cookie in every bakery in America to make sure no one is infringing your recipe? When you serve papers on some operation making those tires and they strike their tents and run off to set up shop in another state under another name, will you chase after them? If that specialized ceramic coating is used on a tiny, but crucial, part buried deep inside a jet engine, will you be purchasing all makes and models of jet engines so you can take a look inside? If you've got that kind of money, then what are you doing enforcing patents? You should be a retired expatriate by now.

Charles Goodyear tried chasing after all those fly-by-nights. Like Eli Whitney, he went broke. This is something for the patent attorney to consider and advise his client on in view of new provisions in the patent law that went into effect in September of 2011 as part of the America Invents Act. Prior to the new law, if you kept your invention a trade secret and someone then independently discovered the same thing and patented it, you lost your right to practice your own invention.

That's what happened to John Cropper of New Zealand, inventor of the stretched Teflon product now sold under the name GoreTex®. Why is it not CropperTex? Because Cropper kept his invention a closely-held secret, revealing the process and even the machine that made the stuff to only his closest associates—all of whom signed non-disclosure agreements—and never filed for a patent. Within four years after Cropper started selling his product, Bob Gore (son of W. L. Gore) invented and filed for letters patent on what is now sold under the GoreTex® name. W. L. Gore & Associates thereby obtained exclusive rights to make and sell the stuff and shut Cropper down.

Under the new patent law, that scenario no longer exists. Now, under 35 U.S.C §273, Cropper could have continued to make and sell his invention so long as he refrains from expanding his operations and is content with the fact that he cannot sell or otherwise assign his right to do so to anyone else. There is one problem: the true inventor has to be able to prove that he was making commercial use of the invention at least one year before the other guy filed (or disclosed prior to his filing). If you don't have that kind of proof, you can be sure your opponent is going to claim that you saw their patent and made all this prior use stuff up. Lesson: anything you decide to keep as a trade secret requires documentation, not only that you were making commercial use prior to the other guy's filing, but also that you have not abandoned the invention since then. How do you do that? You ask a patent attorney! I can tell you that mailing a description of the invention to yourself and not opening the envelope is not going to cut it!

Here's something else to consider. What if Cropper had heard through the grapevine of Gore's research and then went ahead and beat Gore to the patent office? That wouldn't help either under the rule of a famous 1946 patent case, *Metallizing Engineering v. Kenyon*, where the federal court held that using the invention in secrecy for for too long a time bars you from ever filing for a patent. “Too long a time” was one year after the start of commercial use. The Supreme Court denied appeal.

The Patent & Trademark Office (and I) say that the new patent law reverses the *Metallizing* case and that the inventor keeping his machines and methods a trade secret can do so indefinitely, even decades, before filing for a patent. Under current law, Cropper could have filed before Gore and hit Gore up for royalties.

[Continued on next page](#)

This also means Coca Cola® may well be able to file, but I have a hunch they abandoned the original formula long ago.

The problem here is, what crystal ball do you have that lets you know when to file? At any time somebody out there could file; this is a first-to-file patent world we live in now. What if the other guy decides he doesn't want you around, and he's bigger than you, and he's richer than you, and he can drop his prices through the floor and wait until you just go belly up and you can't afford an antitrust attorney?

There is a way out. A way to obliterate your opponent's patent. It's a method I developed that I call the "nuclear option" wherein I "press the button,"

the interloper's patent is invalidated and the invention goes straight into the public domain. That eliminates the monopoly for everybody, but at least you have the advantage (presumably) of being able to: (a) provide a product of higher quality because of your greater years of experience practicing the invention; (b) retain trade secret rights to improvements the interloper hasn't discovered yet, and; (c) work off of the goodwill you've developed among others.

How does the nuclear option work? Telling you would be like opening the box containing Schrodinger's Cat. It would ruin the whole thought experiment. For the protection of my clients, I, too, have my own trade secrets. . . ■

NH HIGH TECH COUNCIL Bio/Medical Forum

The Bio/Medical Forum held its inaugural event at the Wentworth by the Sea Country Club in Rye on Wednesday, August 28. Our keynote speaker was Gregg Fairbrothers, a well-known entrepreneur. Gregg is the founding director of the Dartmouth Entrepreneurial Network, a professor of business administration at the Tuck School of Business, and founding chair of the Dartmouth Regional Technology Center. He spoke about innovation at Dartmouth's small business incubator, the only bio/medical technology center for startups in the state of New Hampshire.

Over 50 professionals from the bio/medical, education, government, and business sectors enjoyed an evening of cocktails, networking, and



an enriching update from our friends at Dartmouth. We have other exciting events planned to bring our bio/medical community together.

We invite you to get involved! Please contact: Catherine Blake at cblake@salesprotocol.com or 603-828-7312. ■



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Member News

Alexander Technology Group, along with sister companies KBW Financial Staffing & Recruiting and The Nagler Group, is pleased to announce that they made *Inc. Magazine's* prestigious Inc. 5000 list for the fourth consecutive year.

Burstpoint Networks was recognized as hot emerging vendor 2013 by CRN! Fifteen emerging technology companies around the country received the recognition. www.crn.com/slide-shows.

Howe, Riley & Howe has promoted Peter C. Lachance, CPA, to partner of the firm. Pete provides tax and consulting services to businesses in technology, manufacturing and other industries.

Windmill International, Inc. announced the formation of wholly owned subsidiaries, AQYR Technologies, Inc., and AQYR International, Inc. AQYR develops and manufactures auto-acquisition Very Small Aperture Terminals (VSAT) and accessory products.

Upcoming Events

HR Exchange

Wednesday, October 9 8:00 am
Sheehan Phinney Bass + Green PA
1000 Elm Street, Manchester, NH

Massachusetts Tech Tax

Wednesday, October 9 8:00 am
UNH STEM Discovery Lab
Pandora Building
88 Commercial Street, Manchester, NH

Entrepreneur Forum

Wednesday, October 16 5:20 pm
FIRST Place, Manchester, NH

Product of the Year

Tuesday, November 12 5:20 pm
SERESC, Bedford, NH

Sponsorships Available!

Job Postings

Simbex - A research and product development company specializing in the areas of injury prevention, mobility and rehabilitation is seeking a **Senior Systems Integration Engineer**, **Senior Software Engineer**, and a **Customer Service & Technical Support Representative** to join our team. For more information, see our website at www.simbex.com.

Superior Controls has four openings for experienced **automation engineers**. Applicants should have 5+ years' experience in applying PLC's and Operator Interfaces. Biotech and validation experience is helpful. Applicants should have a BS in Engineering or Computer Science. Please send resumes to Cscott@SuperiorControls.com.

Technical Operations Manager Position

Peterborough client. Responsible for planning, organizing, and execution of all IT functions. Direct IT operations to meet customer requirement, support and maintenance of existing applications and development of new technical solutions. Contact Angela Roberge, **Accurate Staffing** for more information: angela@accuratenh.com or 603-321-1596

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