

**Minutes of the regular meeting of the
ADVISORY COUNCIL ON SMALL BUSINESS AND AGRICULTURE**

10:30 a.m. – 2:00 p.m., Tuesday, November 20, 2018
Federal Reserve Bank of New York
33 Liberty Street, New York, NY

Present:

Adenah Bayoh, Founder, Adenah Bayoh & Companies
Jaswinder Chadha, President & CEO, Axtria, Inc.
Kevin Ellis, CEO, Cayuga Milk Ingredients
Sarah LaFleur, Founder & CEO, MM.LaFleur
Ranjini Poddar, Founder and CEO, Artech Information Systems, LLC

Federal Reserve Bank of New York (“FRBNY”) attendees:

Jessica Battisto
Jason Bram
Jack Gutt
Kausar Hamdani
Claire Kramer Mills
Anand Marri
Rosanne Notaro
Richard Peach
John Williams

Ms. Kramer Mills called the meeting to order at approximately 10:30 a.m.

1. Welcome

Ms. Kramer Mills started the meeting by welcoming current and new members to the Advisory Council on Small Business and Agriculture (“Council”).

2. The National Economy

Mr. Peach presented a macroeconomic overview of the current state of the U.S. economy.

3. Regional Update

Mr. Bram spoke about recent regional economic trends in the Second Federal Reserve District.

4. NYC Community Credit

Ms. Hamdani and Ms. Kramer Mills presented a community credit profile of New York City and discussed the financial well-being of communities in all five boroughs using credit file data.

5. Luncheon Discussion

Mr. Williams joined the group for the luncheon discussion. Mr. Williams started the discussion by offering introductory remarks and welcoming Mr. Chadha to the Council.

Members were asked to comment on changes in their firms' sales volume investments, growth opportunities, and industry challenges during the second half of 2018. A majority of members reported achieving on or above target sales for the second half of 2018, with one member anticipating below target sales. In a discussion about labor costs, all members reported an increase in spending to maintain production and business services. Members reported ongoing concerns with recruitment and retention of workers, and a few mentioned the importance of benefits in attracting and retaining employees. One member discussed a partnership with a local college and development of an apprenticeship program to develop a talent pipeline.

Members expressed some caution on the direction of the economy, but none have yet to see signs of a slow-down.

The meeting adjourned at approximately 2:00 p.m.