



British  
Consulate-General  
New York

## UK to NYC

# Guide to Doing Business in New York City



UK Trade & Investment is the Government Department that helps UK-based companies succeed in the global economy. We also help overseas companies bring their high-quality investment to the UK's dynamic economy—acknowledged as Europe's best place from which to succeed in global business. Visit [www.ukti.gov.uk](http://www.ukti.gov.uk).



### **The British Consulate General in NYC**

The British Consulate General in New York City represents the UK government in New York, New Jersey, Pennsylvania, and Fairfield County in Connecticut.

This involves handling a wide range of political, commercial, cultural, security and economic interests to the UK and our region. The consulate also provides consular assistance to British nationals who live in or visit our area of coverage.

### **UK Trade & Investment (UKTI)**

UKTI helps UK-based companies succeed in the global economy. We also help overseas companies bring their high-quality investment to the UK's dynamic economy, acknowledged as Europe's best place from which to succeed in global business.

UKTI offers expertise and contacts through its extensive network of specialists in the UK, and in British embassies and other diplomatic offices around the world. We provide companies with the tools they require to be competitive on the world stage.

Our team in the United States works to promote UK-US trade and investment through our offices at the British Embassy in Washington as well as the British Consulates General in Atlanta, Boston, Chicago, Houston, Los Angeles, Miami, New York and San Francisco.

Composed by the British Consulate-General UKTI team  
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## 1.NYC Basics

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### 1.1 Medical Assistance

Medical care is not free in the US; please ensure you have up-to-date travel insurance before seeking medical assistance.

- MedRite Walk-In Clinic is just two blocks away from the Consulate at **919 Second Avenue**. This clinic offers urgent care for minor issues and requires no appointment.

**+1 212 935 3333**

**Opening Hours: Sun –Thu: 10:00 am - 8:00 pm**

- If your issue is serious, please head directly to any one of the hospitals across the city.

*Hospitals in Manhattan:*

#### **Bellevue Hospital Center**

462 1st Avenue  
New York, NY  
(212) 562-4141

#### **Lower Manhattan Hospital**

170 William Street  
New York, NY  
(212) 312-5110

#### **Mount Sinai Hospital**

1 Gustave L. Levy Pl  
New York, NY  
(212) 241-6500

#### **NYU Langone Medical Center**

550 1st Ave  
New York, NY  
(212) 263-7300

#### **Beth Israel Medical Center**

First Avenue at 16th St  
New York, NY  
(212) 420-2000

#### **Columbia University Medical Center**

630 W 168th St  
New York, NY  
(212) 305-2862

#### **Harlem Hospital Center**

506 Lenox Ave  
New York, NY  
(212) 939-1000

#### **St. Luke's Roosevelt Hospital Center**

1111 Amsterdam Ave  
New York, NY  
(212) 523-4000

### 1.2 Dentist

- If you require Emergency dental work, there is a 24 hr clinic on 5th Avenue (between 51st & 52nd St.)  
**+1 646 837 7806**

### 1.3 Police

Emergency: **911**

Non-emergency: 311

## 1.4 Subway, Busses & Metrocards

*Note: All subways and busses take a "Metrocard" in NYC and run 24hrs.*

It cost \$1 to purchase a new Metrocard and it is refillable. Metrocards can be purchased in most subway stations and some shops. You can use coins to pay for the bus, but not notes. Each single ride fare on a Metrocard is a \$2.50 flat fare, which includes a free transfer.



*Still need help getting around the subway or the city?*

You can use:



**HopStop** (Free iPhone App)

[www.hopstop.com](http://www.hopstop.com)

With HopStop you can plan your subway trips. It shows you all the nearby subways and bus stops, and detailed instruction on which to take and how to get to your destination in the fastest way possible. It also sends you the directions by email.



**Citymapper** (Free Smartphone App)

[www.citymapper.com](http://www.citymapper.com)

With Citymapper you can plan your journey from one point to another. It gives you detailed instruction on how to get around the city and it gives you real time information on subway, buses, and bikes across all five boroughs of NYC. The app also lets you know when there are going to be disruptions, when to get off the bus and gives you the weather throughout your journey.

Tip: Getting across town (East to West and vice-versa) is easier through busses than it is through the subway.

## 1.5 Taxi Cabs & Black Cars

Note: All yellow cabs take credit cards in NYC

Often the easiest method of ordering a yellow cab is to flag one down. Hailing a cab is as simple as stepping off the curb and holding out your arm. The taxi system is different to the UK so the following summary is a rough guide:

- When just the centre is lit, highlighting the medallion number, the cab is available
- When the medallion number and side lamps are lit, the cab is off-duty
- When just the side lamps are lit, the cab is off-duty
- When no lights are lit, the cab already has a passenger they are bringing to a destination

Cabs can be difficult to hail in the rain or bad weather, so if you still want to opt for a car service rather than the subway you can try:

**Skyline** (1 212 741 0710)



**Uber** (Free Smartphone App)

[www.uber.com](http://www.uber.com)

With Uber you can request a black car, SUV or a taxi by setting your location in the app. You have to set your credit card number into the app so that it can charge you for the ride. The app proceeds to find a car for you, and then gives you the driver's name, phone number, licence plate, an estimate of how long the car will take to get to you and the real time location of the car. When your trip finishes, the app automatically charges your trip to your credit card.





**Hailo** (Free Smartphone App)

[www.hailocab.com](http://www.hailocab.com)

With Hailo you can request a taxi by setting your location in the app. You can set your credit card number into the app if you want so that it can charge you for the ride, but you can pay cash. The app proceeds to find a taxi for you, and then gives you the driver's name, phone number, licence plate, and an estimate of how long the car will take to get to you and real time location of the car. When your trip finishes, the app can either automatically charge you for the trip to your credit card or you can pay cash.



**Lyft** (Free Smartphone App)

[www.lyft.com](http://www.lyft.com)

With Lyft you can request a car by setting your location in the app. You have to set your credit card number into the app so that it can charge you for the ride. The app proceeds to find a car for you, and then gives you the driver's name, phone number, licence plate, an estimate of how long the car will take to get to you and the real time location of the car. When your trip finishes the app automatically charges your trip to your credit card. If you have a car, you can become part of Lyft and earn money while you drive.

**Green Taxi**

The Green Taxi, also known as "Boro Taxi", can be hailed down only in northern Manhattan and anywhere in the outer boroughs (Queens, Brooklyn, and Bronx), excluding JFK and LaGuardia Airports. It is illegal for green cabs to pick up customers anywhere else.

*It is illegal to hail black cars in the city or get on one without having requested one previously. If you wish to have a black car you will need to contact a black car service or request one using phone applications like Uber.*

**1.6 Citi Bike**

Citi Bike is New York City's bike sharing system. This is an additional method you can use for transportation.

How it works:

You can get a 24-Hour Access Pass (\$9.95 + tax) or 7-Day Access Pass (\$25 + tax) which you can purchase with a credit or debit card at any of the bike docking stations. You get unlimited 30 minute trips, which reset whenever you dock your bike. If you go over 30 minutes, you can incur overtime fees.

For frequent Citi Bike users, an Annual Membership (\$95 + tax) is appropriate. You can purchase it online using a debit or credit card, and an account is created. Citi Bike will then mail you a unique key that you can use for unlocking the bicycles at the docking station. You get unlimited 45 minute trips, which reset whenever you dock your bike. If you go over 45 minutes, you can incur overtime fees.

There are bike docks from 62nd street down and in some parts of Brooklyn (See map). You can return the bike at any docking station around the city. It is available 24hrs a day, all year 'round.

For more information please visit: [www.citibikenyc.com](http://www.citibikenyc.com)

## 1.7 US Phones

If you need a US Phone during your time in NYC, you can get one at any of the major mobile phone service providers:



• AT&T  
[www.att.com](http://www.att.com)



• T-Mobile  
[www.t-mobile.com](http://www.t-mobile.com)



• Verizon Wireless  
[www.verizonwireless.com](http://www.verizonwireless.com)



• Sprint  
[www.sprint.com](http://www.sprint.com)

You can get international phone plans with any of these companies, but the cheapest way to call internationally is through telephone applications such as Skype and Viber.



**Skype** (Free Smartphone App)

[www.skype.com](http://www.skype.com)

With Skype you can sign up for an account and use their phone and video chatting features. You can use Skype with Wi-Fi for the best quality possible, but it works just as well with a 3G/4G connection. You can run calls through local numbers as well as the internet. Skype is also available to use on your computer.



**Viber** (Free Smartphone App)

[www.viber.com](http://www.viber.com)

With Viber you can send free text messages, photo messages, video messages and share location with other Viber users. Users can also make free high quality calls with other Viber users with devices with 3G/4G or Wi-Fi connections all around the world.

## 1.8 Apartments in NYC<sup>1</sup>

The best way of getting an apartment in NYC is through a Real Estate broker. With a real estate broker you would most likely have to pay a broker fee of 6% or more. If you do not want to incur that cost, you do not need a broker to look for apartments.

Average cost of **buying** an apartment in NYC is \$1.425 million.

Average cost of **renting** an apartment in Manhattan

- |                             |                                |                                |
|-----------------------------|--------------------------------|--------------------------------|
| • Studio<br>\$2,467/a month | • 1 Bedroom<br>\$3,201/a month | • 2 Bedroom<br>\$4,830/a month |
|-----------------------------|--------------------------------|--------------------------------|

Average cost of **renting** an apartment in Brooklyn

- |                             |                                |                                |
|-----------------------------|--------------------------------|--------------------------------|
| • Studio<br>\$2,390/a month | • 1 Bedroom<br>\$2,958/a month | • 2 Bedroom<br>\$3,880/a month |
|-----------------------------|--------------------------------|--------------------------------|

Average cost of **renting** an apartment in Queens

- |                             |                                |                                |
|-----------------------------|--------------------------------|--------------------------------|
| • Studio<br>\$1,909/a month | • 1 Bedroom<br>\$2,649/a month | • 2 Bedroom<br>\$3,539/a month |
|-----------------------------|--------------------------------|--------------------------------|



Average cost of **renting** an apartment in The Bronx

- Studio  
Info N/A
- 1 Bedroom  
\$1,458/a month
- 2 Bedroom  
\$2,100/a month

Average cost of **renting** an apartment in Staten Island

- Studio  
\$838/a month
- 1 Bedroom  
\$1,088/a month
- 2 Bedroom  
\$1,907/a month

## 1.9 Education System

In the state of NY, it is mandatory that a child from six to sixteen years of age attend school. In the US, school grades go from Kindergarten to 12th Grade.

### Grade-Age Equivalents:

GRADE	AGE
Pre-School	4
Elementary School (Grades K-5)	5-10
Middle Schools / Junior High School (Grades 6-8)	11-13
High Schools (Grades 9-12)	14-18

### Public Education

Public Schools in the USA are free. In NYC there are more than 1,700 public schools. There are no zones or district restrictions, therefore NYC schools accept kids from all around the city. To see which public schools are near your area please go to: [school.nyc.gov](http://school.nyc.gov)

### Private Education

The average cost of private schools varies by level. For non-sectarian elementary education the average cost is \$15,945 and for non-sectarian secondary school the average cost is \$27,302. For catholic elementary education the average is \$4,944 and for secondary school the average is \$7,826. For other religious schools the average for elementary is \$6,576 and for secondary is \$10,493. *Gaining acceptance into a NYC private school is very difficult as the admission process can be very competitive.*

For a full list of private schools in NYC please go to:

<http://www.abacusguide.com/NY%20private%20schools%20directory.htm>

## 1.10 Top Restaurants in NYC<sup>2</sup>

- Le Bernardin
- ABC Kitchen
- Eleven Madison Park
- Gramercy Tavern
- Daniel
- Del Posto
- Oriental Garden
- Tamarind TriBeCa
- RubuRosa
- Parm
- Balthazar Restaurant
- The Dutch
- Peasant
- Ushiwakamaru
- Charlie Driven
- Momofuku SSÄM Bar
- Alder
- The Spotted Pig
- Gotham Bar & Grill
- Boqueria
- Bond St
- Glasserie
- Reynard
- St. Anselm
- Roberta's Pizza
- Littleneck
- Talde
- Peter Luger
- Gregory's 26 Corner Taverna
- Danny Brown Wine Bar & Kitchen
- Stone Park Cafe



**Yelp** (Free Smartphone App)

[www.yelp.com](http://www.yelp.com)

With Yelp you can search any restaurant in New York City. The app gives you the location of the restaurant, the restaurant menu, the average amount it is going to cost per person, the hours the restaurant is open, restaurant reviews, and directions on how to get to the restaurant. Users of Yelp can review the restaurants and find restaurants near their location.



**OpenTable** (Free Smartphone App)

[www.opentable.com](http://www.opentable.com)

With OpenTable you can make a real-time restaurant reservation for any of the 30,000+ restaurants worldwide that OpenTable offers. You can create a free account and use it via Smartphone or the internet.

**1.11 Weather**

(Source: [www.weather.com](http://www.weather.com))

Average Monthly Temperatures				
	°C		°F	
	High	Low	High	Low
January	2	-5	36	23
February	4	-4	40	24
March	9	N/A	48	32
April	14	6	58	42
May	20	12	68	53
June	25	17	77	63
July	28	20	83	68
August	27	16	81	66
September	23	14	74	58
October	17	8	63	47
November	11	3	52	38
December	6	-2	42	28

For more information about the weather, please visit [www.weather.com](http://www.weather.com).

**1.12 Tips**

In New York, it is custom that you tip waiters, waitresses, bartenders, taxi drivers and anyone who provides a good service between 15%-20% average. This is part of the US culture. Unless you have bad service, you should always leave a tip.

### 1.13 Major Banks in NYC

Note: ATMs in the US charge fees when you are withdrawing cash from a machine that is not from your bank.



• Chase  
[www.chase.com](http://www.chase.com)



• Bank of America  
[www.bankofamerica.com](http://www.bankofamerica.com)



• Wells Fargo  
[www.wellsfargo.com](http://www.wellsfargo.com)



• HSBC  
[www.us.hsbc.com](http://www.us.hsbc.com)



• Citibank  
[online.citibank.com](http://online.citibank.com)

In order to open a bank account in the U.S. you will need some basic documents:

- Social Security Number
- Valid Visa
- Permanent address/ Proof of residency

### 1.14 Major Pharmacies in NYC



• Duane Reade  
[www.duanereade.com](http://www.duanereade.com)



• CVS Pharmacy  
[www.cvs.com](http://www.cvs.com)



• Walgreens  
[www.walgreens.com](http://www.walgreens.com)



• Rite Aid  
[www.riteaid.com](http://www.riteaid.com)

These pharmacies provide access to consumer goods and services, plus pharmacies, photo studios, and in some cases, health and wellness services.

Some of these pharmacies are open 24 hours, but their actual pharmacy will not be open.

### 1.15 What else should you know?

Don't stand in the middle of the sidewalk, either keep moving or go to the side.

The drinking age in the USA is 21+, and alcoholic drinks are not permitted outside.

No smoking inside and it is banned in all NYC Parks.

## 1.16 Five boroughs & their neighbourhoods

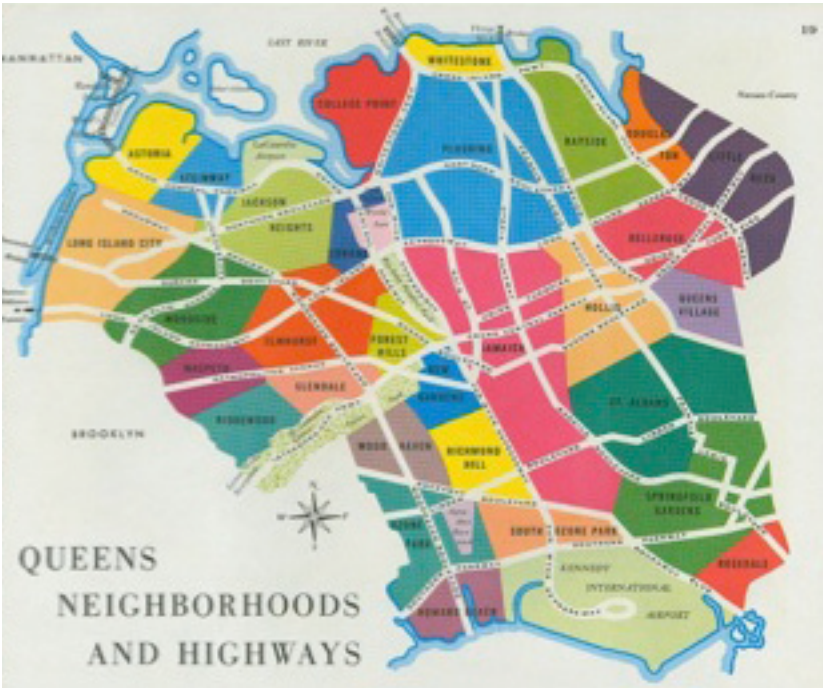
Manhattan<sup>3</sup>



Brooklyn<sup>4</sup>



Queens<sup>5</sup>



### Bronx<sup>6</sup>



### Staten Island<sup>7</sup>





## 2. Business in NYC

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### 2.1 Visas

Before you start doing business in New York City you are going to need a visa.

If you are you're only visiting for a period of less than 90 days and your visit is purely recreational you do not need a visa.

If you are visiting for a business reason or you are moving to open your business in the US you will need a visa. If you are filing for an immigration visa, you should budget at least \$2000 for visa fees per person. Start the application at least one year before you move.

Depending on your case, you might need advice from professionals, like an immigration lawyer.

The most common type of visas for businesses is J-1, L-1, and H-1B.

These are the Visa applications for Temporary (nonimmigrant) workers:

<b>Businesses</b>	L-1, J-1, B-1, or H-1B
<b>Entrepreneurs</b>	E
<b>Students</b>	F
<b>Journalists</b>	I

#### L-1: Intracompany Transfer (Most Common)

The L-1 Visa is a work visa for employees of international companies with both offices in the US and abroad. Employee must have worked in the company for at least a year. It is usually valid for three years. It can be used to apply for US Green Card if certain requirements are met. If you are setting up a US Branch of your company in the US the visa is usually valid for one year.

#### J-1: Exchange Visitor

The J-1 Visa is authorized for those who intend to participate in an approved program for the purpose of teaching, instructing or lecturing, studying, observing, conducting research, consulting, demonstrating special skills, receiving training, or to receive graduate medical education or training. It requires sponsorship by a private or public entity. The person should also have a degree or professional certificate from a foreign post-secondary academic institution, and a minimum of one year of work experience outside of the US.

#### B-1: Temporary Business Visitor

The B-1 Visa is for travellers seeking to conduct business in the US. It is limited to the negotiation of contract, consultation with business associates, litigation, and participation in scientific, educational, profession or business conventions, conferences or seminars and other legitimate activities of a commercial or professional nature. A person can stay for a maximum of six months.



### H-1B: Temporary Employment Visa

The H-1B visa is for people who wish to perform services in a prearranged professional job for a U.S. employer. You will require a bachelor’s or higher degree in the specific specialty for which employment authorization is being sought. Family members of an H-1B holder may enter the US on an H4 visa for equal duration but are not allowed to work.

### E-1/E-2: Treaty Trader and Investor Visa

The E-1/E-2 visas are for national of countries where the U.S. maintains a treaty of friendship, commerce and navigation who wish to carry on substantial trade between the US and treaty country (E-1); or to develop and direct the operations of an enterprise in which the national has invested or is in the process of investing a substantial amount of capital (E-2). It allows a maximum stay of five years.

### F: Students Visa

The F-1 visa allows a person to enter the U.S. as a full-time student at an accredited college, university, seminary, conservatory, academic high school, elementary school, or other institution or in a language training program.

### I: Journalist and Members of the Media Visa

The I visa is for people that represent foreign information media outlets, are coming to the US to engage solely in this profession, and have a home office in a foreign country. Spouse and children under the age of 21 may accompany an I visa holder.

Visa applications for Permanent Workers<sup>8</sup>:

<b>First Preference: EB-1</b>	This preference is reserved for persons of extraordinary ability in the sciences, arts, education business, or athletics; outstanding professors or researchers; and multinational executives and managers
<b>Second Preference: EB-3</b>	This preference is reserved for persons who are members of the profession holding advanced degrees or for persons with exceptional ability in the arts, sciences, or business.
<b>Third Preference: EB-3</b>	This preference is reserved for professional, skilled workers, and other workers.
<b>Fourth Preference: EB-4</b>	This preference is reserved for “special immigrants,” which includes certain religious workers, employees of U.S. foreign service posts, retired employees of international organizations, alien minors, who are wards of courts in the United States, and other classes of aliens.
<b>Fifth Preference: EB-5</b>	This is reserved for business investors who invest \$1 million or \$500,000 in a new commercial enterprise that employees at least 10 full-time U.S. workers.

Some of the information you might need to include for obtaining a temporary or permanent visa are:

- Birth Certificate (both you and any children’s)
- Police Check (for all countries in which you have resided for a year or more)
- Complete work history with contact details
- Financial records
- US employer details/ proof of employment
- Medical check from an approved, certified doctor

For more detailed information on Visas please visit: <http://www.uscis.gov/working-united-states/working-us> or <http://london.usembassy.gov/visas.html>

## 2.2 Social Security Number (SSN)

If you are going to be working in the U.S., you will need a Social Security Number (SSN). This number is used for identification purposes, reporting wages to the government, and receiving government benefits. You will also need it to open a bank account in most banks in the U.S.

You should apply for a Social Security Card when applying for a visa, but you can do it when you arrive in the U.S.

You will need the following documents:

- Immigration Status
- Work Eligibility
- Age
- Identity (Passport, Driver's License, or residency card)
- Completed SS-5 Form

For more information please visit: <http://www.ssa.gov>

## 2.3 Registering a Business

To conduct business in NY State, corporations must register with the NY Secretary of State. Partnerships and sole proprietorship must register with the County Clerk's Office where the business is conducted.

## 2.4 Types of Businesses that operate in NY State

### Business Corporation

- Certificate of Incorporation with the Department of State
- Personal liability is limited for shareholders
- State Franchise taxes and taxes on income. Share holders pay taxes on income distributed as dividends
- Filing Fees: \$125 + tax on shares

### Not-for-Profit Corporation

- Certificate of Incorporation with the Department of State
- Personal liability is limited to members
- Not automatically exempt from federal and state taxes.
- Qualify for tax exemption statues under the Internal Revenue Code, contact Internal Revenue Service.
- For state exemption, contact NYS Department of Taxation and Finance.
- Filing Fees: \$75

### Limited Liability Company (LLC)

- Articles of Organization & Certificate Publication with the Department of State
- Personal liability is limited for members
- Can elect its classification for federal tax purposes
  - 2+ members- Association (corporation) or partnership
  - 1 member – Association or to be disregarded as an entity separate from its owner
- Filing Fees: \$200 certificate of registration + \$50 certificate of publication

### **General Partnership**

- Assumed Name Certificate (with the clerk of the county(ies) in which business is conducted)
- Personal liability is joint and individual for the general partner(s) who are responsible for the obligations of the partnership
- Not treated as a separate taxable entity
- Business income is taxed through each general partner's tax returns
- Filing Fees: None

### **Limited Partnership**

- Certificate of Limited Partnership & Certificate of Publication with the Department of State
- Personal liability is joint and individual for the general partner(s) who are responsible for the obligations of the partnership
- Limited partner(s) is liable to the extent of the capital contributions to the partnership
- Not treated as a separate taxable entity
- Business income is taxed through each partner's personal tax return
- Filing Fees: \$200 certificate of registration + \$50 certificate of publication

### **Sole Proprietorship**

- Assumed Name Certificate (with the clerk of the county(ies) in which the business is conducted)
  - This is only if you are operating under a name other than the proprietor's (no formation documents is required)
- Personal liability is on sole proprietor
- Business income is reported and taxed through the sole proprietor's personal tax return
- Filing Fee: None

## **2.5 Employee Identification Number (EIN)**

The EIN is a nine digit number that the Internal Revenue Service (IRS) uses to identify tax accounts of employers and certain others who have no employees. EINs are used and are required by employer, sole proprietors, corporations, partnerships, non-profit associations, trusts, estates of decedents, government agencies, certain individuals, and other business entities.

To see if you need an EIN, please visit <http://www.irs.gov/Businesses/Small-Businesses-&Self-Employed/Do-You-Need-an-EIN>

To apply for an EIN, please visit [http://www.irs.gov/Businesses/Small-Businesses-&Self-Employed/Apply-for-an-Employer-Identification-Number-\(EIN\)-Online](http://www.irs.gov/Businesses/Small-Businesses-&Self-Employed/Apply-for-an-Employer-Identification-Number-(EIN)-Online)

## **2.6 Licence, Permits & Regulations**

In order to determine what licences, permits and regulations your business needs in order to operate, please consult this website and fill out the questionnaire.

<http://nyc.gov/portal/site/businessexpress/menuitem.6cf201b64436cf94a36a29106cd2f9a0/>

## **2.7 Office Space**

There are many options for office space in New York City. Other than getting a regular office space, there are incubators, co-working spaces, accelerators, and shared office rentals.

For more information on office spaces, please see additional resources at the end of the document.

## 2.8 Insurance

Common types of insurance coverage in the US are:

- General liability insurance
- Professional Liability Insurance/Errors and Omissions Insurance
- Property Insurance
- Workers Compensation Insurance
- Health Insurance (More details on this later)

For more information and other types of insurance please visit: <http://www.forbes.com/sites/thesba/2012/01/19/13-types-of-insurance-a-small-business-owner-should-have/>

## 2.9 Average Salaries<sup>10</sup>

The basic salary range varies by industry and job position.

Here is a starting point as to what is the average one should pay employees:

Entry level Income Jobs: \$10,000-\$30,000

Middle Income Jobs: \$30,000-\$50,000

Upper Middle Income Jobs: \$50,000-\$80,000

High Income Jobs: \$80,000-\$100,000

Six Figure Income Jobs: \$100,000+

## 2.10 Health Care in the US<sup>11</sup>

### Overview

Unlike health insurance schemes in most European countries, health insurance in the United States is largely privatized, with patients paying businesses to cover their medical costs. Health insurance was not guaranteed for all Americans until the effects of the Patient Protection and Affordable Care Act, also known as “ObamaCare,” began in 2014, instituting an individual mandate that all Americans have some form of health insurance or pay some tax levied against them.

### Private Insurance

Private insurance in the United States works under the idea that insurers request a premium (typically monthly) from those insured, regardless of the person’s health for insurance when the insured need medical services. Insurance is typically guaranteed through the insured’s employer, who pays a large share of the premium (typically around 85%) with the insured paying the rest. Medical costs are not covered completely from the premium however, as some out-of-pocket costs exist, amounts that are typically not reimbursed by the insurer. A common type of these are co-payments (also known as ‘co-pays’), which are specific amounts that each patient has to pay for a typical medical service but are usually nothing more than a small percentage of the overall cost. Plans may also include deductibles, the amount that must be paid by the insured before an insurer will begin to cover medical costs (e.g. with a \$1,000 deductible, an insured person who spends \$3,000 in a specific period will be reimbursed \$2,000).

### Private Insurance Schemes

Many different private insurance schemes exist in the US, most having certain doctors or hospitals as part of the insured’s network of potential health care providers. Common plans include:

- **Managed Care Organization (MCO):** A broad term that describes any plan that uses techniques to reduce costs and improve quality of care. These may be techniques such as an emphasis on preventive care, financial incentives to not overuse costly supplies, and other quality improvement programs.
- **Preferred Provider Organization (PPO):** An example of the above, where the insured have a specific network to choose from for physicians and services. Services outside of the network are typically uncovered.
- **Health Maintenance Organization (HMO):** Another network scheme where hospitals, physicians, and other providers are contracted exclusively with an HMO to provide service to their specific customers. Those insured are required to choose a primary care physician to act as a liaison for other services. Employers with more than 25 employees are required to offer coverage from at least one HMO.
- **High Deductible Health Plan (HDHP):** A plan that is defined by low premiums and high deductibles, typically intending to only cover catastrophic illnesses.

### Public Insurance Schemes

The two central government sponsored insurance schemes are Medicaid and Medicare.

- **Medicaid:** Covering nearly 60 million Americans, Medicaid (along with the children's equivalent, CHIP) insures Americans based on their income in relation to the Federal Poverty Level (100% of FPL in 2013 was \$23,550). While the federal government sets mandatory eligibility groups for a state to cover using Medicaid, each state can decide to cover others, known as optional eligibility groups. The full scope of Medicaid coverage is open to immigrants who are "qualified aliens," whereas only coverage of emergency services is open to "non-qualified aliens."
- **Medicare:** Similar to Medicaid, Medicare acts as the government sponsored health insurance program for Americans age 65 and older, as well as those with disabilities. Non-US citizens are entitled to Medicare if you are a permanent legal resident, or if you or your spouse has met such requirements while working in the US.

### Breakdown of Healthcare Sponsorship in the United States, as of 2012

(Some overlap between coverage types exists)

Private Insurance (63.9%)		Any Government Plan (32.6%)		
Employment Based (54.6%)	Direct Purchase (9.8%)	Medicare (15.7%)	Medicaid (16.4%)	Military (4.4%)

### Patient Protection and Affordable Care Act

Established in 2010, President Barack Obama's signature legislation, the Patient Protection and Affordable Care Act, or Obamacare, represented the largest overhaul of the US Healthcare system since the establishment of Medicare in 1966. Among these reforms was an attempt to make the US health insurance similar to that of Switzerland, with an individual mandate that all uninsured individuals obtain health insurance by January 1st 2014 with the option of buying insurance through state or federally run healthcare exchanges. Aside from this mandate, other notable reforms included the expansion of Medicaid, a rule preventing insurers from rejecting consumers on the basis of pre-existing conditions, and instituting that all large employers must provide insurance for their employees.

## Employer Sponsored Health Insurance Reforms

The PPACA brought about revision to employer sponsored health insurance, instituting that all large employers (employers with on average more than 50 full-time employees) must provide health insurance starting January 1st 2015, or pay a tax levied on them. Small to medium employers (with under an average of 50 full-time employees) are not mandated to provide health insurance. For international employers, your number of employees is based on the number of employees you have operating in the US. For those held to the above law, the offered plan must hold the minimum amount of coverage decided by the law, also known as essential health benefits.

## Employer Sponsored Health Insurance Plans – Reformed

Referring to the PPACA, large employers and small employers wishing to provide health insurance to their employees must first offer a plan that meets minimum essential coverage. While several types of plans can meet this minimum essential coverage, all plans offered in the market will reach this coverage. It includes the ten required Essential Health Benefits, characterized by plans such as emergency services, hospitalization, prescription drugs, etc.

Whether or not health plans meet minimum essential coverage is also dependent on their actuarial value (percentage of the plan, on average, paid by the employer). The law mandates that affordable minimum value coverage be at least 60%. For more information on plan levels and actuarial values, please refer to (HYPERLINK).

Current plans may be allowed to be grandfathered in if it meets certain requirements, most notably that the plan does not change to lower costs for employers or increase costs for employees. They are also exempt from certain rules; such as the inclusion of essential health benefits and maximum out-of-pocket costs and deductible limits, but are subject to include other parts of the reforms, including the coverage of adult children (up to 26 years old) and prohibition on pre-existing condition exclusives.

## 2015 Employee Penalties

Starting in 2015, large employers will be penalized for not providing affordable, minimum value coverage to all full time employees and their dependents. Start dates for such penalties differ however, where starting in 2015, employers with more than 100 full-time employees will be penalized if they fail to provide affordable, minimum coverage health insurance to 70% of all FTEs, whereas starting in 2016, employers with more than 50 full-time employees will be penalized if they fail to provide affordable, minimum coverage health insurance to 95% of all FTEs. Specifics regarding the penalties differ based on infringements, as shown in the table below.

Condition	Calculation
Employer does not offer minimum essential coverage to substantially all full-time and dependents	$\$2,000 * ((\text{total number of full-time employees}) - (\text{first 30 employees}))$
Employer offers minimum essential coverage that is either unaffordable or does not satisfy minimum value requirements	<p>Lesser of (a) and (b)</p> <p>(a) <math>\\$2,000 * ((\text{total number of full-time employees}) - (\text{first 30 employees}))</math></p> <p>(b) <math>\\$3,000 * (\text{number of FTEs receiving a subsidy} - \text{If coverage is offered but unaffordable, employees will be eligible for a subsidy to reduce the cost of the health insurance plan})</math></p>

For more information on the employee shared responsibility provision, please visit [www.irs.gov/uac/newsroom/questions-and-answers-on-employer-shared-responsibility-provisions-under-the-affordable-care-act](http://www.irs.gov/uac/newsroom/questions-and-answers-on-employer-shared-responsibility-provisions-under-the-affordable-care-act)

## Options for Providing Coverage

Whether your firm is mandated to provide health insurance to its employees or you prefer to provide health insurance individually, such benefits are seen to motivate employees in staggering ways. Below is a list of options for providing health insurance to your employees.

### Small Business Health Options Program (SHOP) Marketplace

- The SHOP Marketplace is a health insurance exchange for small businesses (with between one and either fifty or a hundred employees depending on state requirements). Larger employers may be able to participate in SHOP based on state laws in 2017.
- Based on details including firm size, wage, and plan coverage, employers may be able to receive tax credits to reduce the cost of providing health insurance.
- For more information regarding the SHOP Marketplace, please visit [www.healthcare.gov/marketplace/shop](http://www.healthcare.gov/marketplace/shop)

### Self-Insure

- This method has the employer acting as the insurer, covering all claims and controlling any premium reserves.
- Although this will void certain requirements for employers including essential health benefits, insurer taxes and minimum medical loss ratios, the employer will be forced to deal with negative externalities, including self-reporting to the IRS, loss of potential tax credits, and employee notification regarding health insurance exchange plans.
- For more information on self-insuring, please visit [www.sjia.org](http://www.sjia.org)

### Private Marketplace

- Firms can also consider purchasing plans directly from insurers, following typical regulations and paying premiums for their employees.
- Major private insurers include United Healthcare, Aetna, and Wellpoint.
- For more information on private insurance plans, please visit [www.dol.gov/gol/topic/health-plans/](http://www.dol.gov/gol/topic/health-plans/)

## Other Resources

For more information on providing health insurance in the United States, please refer to the web pages below.

- [www.healthcare.gov](http://www.healthcare.gov)
- [www.cms.gov](http://www.cms.gov)
- [www.hhs.gov/healthcare/rights/](http://www.hhs.gov/healthcare/rights/)
- [www.aflac.com/healthcare\\_reform/articles/employer\\_health\\_care\\_reform\\_guide.aspx](http://www.aflac.com/healthcare_reform/articles/employer_health_care_reform_guide.aspx)

## 2.11 Basic Standard and Practices at the Work Place

### Quitting/Firing

New York is an “employment-at-will state”. This means the employees can leave at anytime for any reason, and employers can discharge someone at anytime for any reason or without a reason. Exceptions can be made in your contract or if you agreement states otherwise.

### Discrimination

Discrimination is prohibited according to the NY State Division of Human Rights based on race, creed, national origin, age, handicap, gender, sexual orientation, religious practices, prior arrest, conviction record, predisposing generic characteristics or marital status.



## Overtime

Employees that work more than 40+ hours a week must be paid 1.5 times the usual pay hours.

Overtime exemptions are possible if the employee is paid on a salary basis. This means that they receive a predetermined amount of compensation each pay period on a weekly or less frequent basis.

For any further questions, please visit <https://labor.ny.gov/legal/counsel/pdf/overtime-frequently-asked-questions.pdf>

## Sick Leave<sup>12</sup>

If you work in NYC for more than 80 days a year, you can earn up to 40 hours of sick leave each year to care for yourself or a family member.

If you are an employer, you must provide paid sick leave if you have 5+ employees in NYC or unpaid sick leave if you have less than 5 employees.

## Fringe Benefits

Fringe benefits are additional benefits other than those required by law. Some of these include: personal days, vacation days, maternity and paternity leave. Maternity leave is required by law for up to 12 weeks, but it does not ensure that employee will have pay during those days.

## 2.12 Taxes

Some of the most common taxes in NY State:

**Property Tax** (% of market value, depends on property, 10%-17%, semi annual or quarterly)

**Income Tax** (29.07%-36.48%, depends on income level and filing status)

**Sales Tax** (4.5% in addition to 4% of state sales tax + Metropolitan Commuter)

**Transportation District Surcharge** (MCTD of .0375%, total 8.875%)

## 2.13 NYC Government Offices that help Businesses

New York City Economic Development Corporation (NYCEDC)  
[www.nycedc.com](http://www.nycedc.com)

Small Business Development Associates  
[www.sbda.com](http://www.sbda.com)

Small Business Association  
[www.sba.com](http://www.sba.com)

SCORE  
[www.score.org](http://www.score.org)

Made in NY  
[www.wearemadeinny.com](http://www.wearemadeinny.com)

NYC Small Business Resource Center  
[www.nypl.org/smallbiz](http://www.nypl.org/smallbiz)

NYC Training Guide  
<http://www.nyc.gov/html/sbs/wf1/html/develop/develop.shtml>

## 3. Additional Resources

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### 3.1 Resources for International Entrepreneurs<sup>13</sup>

NYCEDC Resources:

Competitions:

[NYC Next Idea](#) is a global new venture competition for students and recent graduates that encourages innovative business ventures to launch and operate their enterprises in NYC.

**Mentorship and Networking**

[NYC Venture Fellows](#) is a highly selective, year-long fellowship program designed to help the next generation of global entrepreneurs through executive-level mentoring, exclusive networking opportunities and resources that help Fellows scale their businesses. World to NYC convenes companies in sectors of strategic significance and assists their growth and expansion in NYC.

**Affordable Workspaces & Incubators**

The [City's Incubator and Workspace Network](#) includes affordable workspaces, incubators and wetlab spaces affiliated with NYCEDC. They provide support services critical for robust expansion. See below for a more extensive list of unaffiliated workspaces.

**Recruiting**

[NYC Tech Talent Draft](#) offers start-ups opportunities to participate in speaker panels and recruit through the NYC Tech Talent Draft sessions.

**Other Resources:**

**Incorporation, Taxation and Immigration**

[Rooney P.C.](#) specializes in business and tax issues relevant to start-ups, while [Barst Mukamal](#) and [Kleiner LLP](#), [Fragomen](#), and [Immigration Solutions Group, PLLC](#) specialize in immigration law.

**Practical Relocation Resources**

[New York International](#) provides information and run workshops regarding immigration, finding housing and adjusting to NYC.

[AirBnB](#), [Craigslist](#) and [Staybay](#) list short-term housing in NYC.

**Incubators, Workspaces & Accelerators**

[NY Tech Meetup Workspace](#) List and AlleyWatch's [Guide to Coworking in NYC](#) detail incubators and co-working spaces in NYC.

[Techstars NYC](#), [Entrepreneurs Roundtable Accelerator](#), [FinTech Innovation Lab](#), [Dreamit Ventures](#), [Worldwide Investor Network](#), [Blueprint Health](#), [500 Start-ups](#) and [The Hatchery](#) are among the many accelerators in NYC. Additional accelerators, incubators, workspaces and investors can be found on the [Made in NY Digital Map](#). Sublease options can be found using [PivotDesk](#), [42Floors](#), [TheSquareFoot](#), [GarysGuide](#)

## Venture Capital

[Gust](#) is an online platform that connects investors and entrepreneurs.

Early Stage VCs include [NYC Seed](#), [First Round Capital](#), [FF Venture Capital](#), [NYCIF](#), [FirstMark Capital](#), [SJF Ventures](#), [High Peaks Venture Partners](#), [Union Square Ventures](#), [Charles River Ventures](#), [Kodiak Venture Partners](#), [Gotham Ventures](#) and [Contour Venture Partners](#).

Growth Stage VCs include [Greycroft](#), [Summit](#), [Insight Venture Partners](#) and [Silver Lake](#).

## Financing & Incentives

[NYC TechConnect](#) offers an extensive list of workspaces, angel investors and crowd funding options available in NYC.

The [Relocation and Employment Assistance Program](#) and Lower [Manhattan Relocation Employment Assistance Program for Special Eligible Businesses](#) offer business income tax credits for relocating jobs to certain areas in NYC.

## Educational Resources

[VentureOut](#) NY runs events for international start-ups looking to set up in NYC.

[Coalition for Queens](#) organizes hackathons and tech conferences for entrepreneurs.

[Suits to Silicon Alley](#) offers events about the NYC start-up community to entrepreneurs.

[General Assembly](#) runs a free weekly class: "Introduction to the NYC Start-up Community."

[First Growth Venture Network](#) is a yearly program offering mentoring programs, networking events and classes.

## Hackathons

[Hacker League](#) provides a comprehensive list of Hackathons (collaborative computer programming events).

## Tech Meetups and Pitch Events

[Gary's Guide](#) is the one of the best resources for discovering tech and start-up related events, classes, workshops and jobs.

[NY Tech Meetup](#) is the largest meetup in NYC, held monthly with ~800 attendees.

[Digital Dumbo](#) holds regular start-up events in the DUMBO neighbourhood of Brooklyn.

[NY Tech International Meetup](#) regularly brings together international start-up founders. Ultra Light Start-ups hosts monthly start-up-investor pitch events.

[Enterprise & Financial Tech Meetup](#), [NYC Bio Meetup](#), [Health 2.0 NYC Meetup](#), and [New York Enterprise Meetup](#) are among the many sector-specific tech meetups in NYC.

## Annual Events

[Social Media Week](#) is a leading media platform and worldwide event with local presence and global reach across five continents, including Europe, North America, South America, Africa and Asia.

[CE Week](#) is the consumer electronic industry's mid-year new technology showcase.

[Internet Week](#) NY is a week-long series of events celebrating internet business and culture in NYC.

News, Blogs and Events

[BetaBeat](#), [Hacker News](#), [Pando Daily](#), [Silicon Valley Insider](#) and [TechCrunch](#) are news sources focused on the technology sector.

[Chris Dixon](#) (an investor and entrepreneur), [Fred Wilson](#) (a VC), [General Assembly](#) and [Paul Graham](#) have blogs focused on the technology sector.

[Charlie O'Donnell](#), [Gary's Guide](#), [General Assembly](#), [Startup Digest](#), [Wakefield](#) and [Inside Startups](#) provide news and NYC tech event listings.

Recruiting resources and services

[Uncubed](#), [WalkaboutNYC](#), [NY Tech Day](#), and [NYC Startup Job Fair](#) plan recruiting events in NYC and across the country.

Private firms including [Betts Recruiting](#), [VonChurch, Inc.](#), [Glenborn Corporation](#), [1099 Partners](#) and [PeopleConnect](#) offer recruiting and associated services.

[Angellist](#), [The Muse](#), [Startuphire](#), [TheLadders](#), [HireBrite](#), [Seelio](#), [StackOverflow/Careers 2.0](#), [CoFoundersLab](#), [Inside Startups](#) and [Ventureloop](#) are start-up specific job search websites with Employer platforms.

[General Assembly](#), [Flatiron School](#) and [Hacker School](#) are training programs that connect start-up employers to recent program graduates.

[Pivotal Labs](#), [NYC Dev Shop](#), [Appboy](#), [ThoughtWorks](#), and [Control Group](#) offer services to contract out development.

[Tech at NYU](#) has a start-up job board for students.

[Turing Fellows](#) is an internship placement program for students at NYC start-ups.

*For questions please email: [international@nycedc.com](mailto:international@nycedc.com) .*

### 3.2 TECHNOLOGY & MEDIA INCUBATORS/WORKSPACES/INVESTORS

<p><b>BETAWORKS (Manhattan)</b>  416 W. 13th St. #203  New York, NY 10014  Type: Other  Potential occupancy: n/a  Contact: (646) 839-8575  Email: <a href="mailto:info@betaworks.com">info@betaworks.com</a>  Website: <a href="http://www.betaworks.com">www.betaworks.com</a></p>	<p><b>BLACK OCEAN (Manhattan)</b>  240 W. 30th St.  New York, NY 10001  Type: Other  Potential occupancy: n/a  Contact: (646) 588-5300  Email: <a href="mailto:info@blackocean.com">info@blackocean.com</a>  Website: <a href="http://www.blackocean.com">www.blackocean.com</a></p>
<p><b>BMW I VENTURES (Manhattan)</b>  95 Morton St.  New York, NY 10014  Type: Incubator  Potential occupancy: 45 people  Contact: n/a  Email: <a href="mailto:tara.gebbia@bmwnaext.com">tara.gebbia@bmwnaext.com</a>  Website: <a href="http://www.bmw-iusa.com/en_us/i-ventures">www.bmw-iusa.com/en_us/i-ventures</a></p>	<p><b>CENTER 4 (Manhattan)</b>  205 W. 39th St., 16th floor  New York, NY 10018  Type: Accelerator  Potential occupancy: 60 people on weekdays;  100 on weeknights; 150 on weekends  Contact: n/a  Email: <a href="mailto:info@center4nyc.org">info@center4nyc.org</a>  Website: <a href="http://www.center4nyc.org">www.center4nyc.org</a></p>
<p><b>CONSIGLIERE (Manhattan)</b>  230 Park Ave  New York, NY 10003  Type: Other  Potential occupancy: n/a  Contact: (212) 634-5857  Email: <a href="mailto:hey@theconsig.com">hey@theconsig.com</a>  Website: <a href="http://www.theconsig.com">www.theconsig.com</a></p>	<p><b>CORIOLIS VENTURES(Manhattan)</b>  160 Mercer St.  New York, NY 10012  Type: Other  Potential occupancy: n/a  Contact: n/a  Email: n/a  Website: <a href="http://www.coriolisventures.com">www.coriolisventures.com</a></p>
<p><b>DREAMIT VENTURES (Manhattan)</b>  Location varies  Type: Accelerator  Potential occupancy: Up to 15 companies  Contact: n/a  Email: <a href="mailto:info@dreamitventures.com">info@dreamitventures.com</a>  Website: <a href="http://www.dreamitventures.com">www.dreamitventures.com</a></p>	<p><b>DUMBO STARTUP LAB (Brooklyn)</b>  68 Jay St #718  Brooklyn, NY 11201  Type: Workspace  Potential occupancy: 60 members  Contact: (347) 699-4450  Email: n/a  Website: <a href="http://www.dumbostartuplab.com">www.dumbostartuplab.com</a></p>
<p><b>FINTECH INNOVATION LAB (Manhattan)</b>  Location varies  Type: Accelerator  Potential occupancy: Six  companies (est.)  Contact: n/a  Email: <a href="mailto:info@fintechinnovationlab.com">info@fintechinnovationlab.com</a>  Website: <a href="http://www.fintechinnovationlab.com">www.fintechinnovationlab.com</a></p>	<p><b>ENTREPRENEURS ROUNDTABLE ACCELERATOR (Manhattan)</b>  214 W. 29th St. 5th Floor  New York, NY 10001  Type: Accelerator  Potential occupancy: n/a  Contact: n/a  Email: <a href="mailto:info@erany.com">info@erany.com</a>  Website: <a href="http://www.erany.com">www.erany.com</a></p>

### 3.2 TECHNOLOGY & MEDIA INCUBATORS/WORKSPACES/INVESTORS (con't)

<p><b>FOUNDER LABS</b>                  Locations vary                  Type: Pre-Incubator                  Potential occupancy: 56 companies                  Contact: n/a                  Email: <a href="mailto:info@founderlabs.org">info@founderlabs.org</a>                  Website: <a href="http://www.founderlabs.org">www.founderlabs.org</a></p> <p>\$755 per person for the program</p>	<p><b>FIRST GROWTH NETWORK (Manhattan)</b>                  1251 Avenue of the Americas, 18th floor                  New York, NY 10020                  Type: Other                  Potential occupancy: 22 start-ups                  Contact: (646) 414-6823                  Email: <a href="mailto:info@firstgrowthvn.com">info@firstgrowthvn.com</a>                  Website: <a href="http://www.firstgrowthvn.com">www.firstgrowthvn.com</a></p>
<p><b>HEADHUNTER LABS (Manhattan)</b>                  307 W. 38th St.                  New York, NY 10018                  Type: Incubator                  Potential occupancy: 10 companies or 30 people                  Contact: n/a                  Email: <a href="mailto:hello@headhunterlabs.com">hello@headhunterlabs.com</a>                  Website: <a href="http://www.headhunterlabs.com">www.headhunterlabs.com</a></p>	<p><b>THE HATCHERY (Manhattan)</b>                  220 W. 30th St.                  New York, NY 10001                  Type: Workspace                  Potential occupancy: 27 offices; 73 desks                  Contact: n/a                  Email: <a href="mailto:curious@hatchery.vc">curious@hatchery.vc</a>                  Website: <a href="http://www.hatchery.vc">www.hatchery.vc</a></p>
<p><b>ITAC (Manhattan)</b>                  39 Broadway, Suite 1110                  New York, NY 10006                  Type: Other                  Potential occupancy: n/a                  Contact: (212) 809-3900                  Email: n/a                  Website: <a href="http://www.itac.org">www.itac.org</a></p>	<p><b>INNOVATE NY FUND (Manhattan)</b>                  633 Third Avenue, 31st floor                  New York, NY 10017                  Type: Other                  Potential occupancy: n/a                  Contact: n/a                  Email: <a href="mailto:innovateny@esd.ny.gov">innovateny@esd.ny.gov</a>                  Website: <a href="http://www.esd.ny.gov/businessprograms/innovateNY.html">www.esd.ny.gov/businessprograms/innovateNY.html</a></p>
<p><b>NEST (Manhattan)</b>                  108 E.16th St., 6th floor                  New York, NY 10003                  Type: Accelerator                  Potential occupancy: 30 people                  Contact: (212) 203-2991                  Email: <a href="mailto:info@nestnewyork.com">info@nestnewyork.com</a>                  Website: <a href="http://www.nestnewyork.com">www.nestnewyork.com</a></p>	<p><b>NYC SEEDSTART (Brooklyn)</b>                  137 Varick St., 2nd floor                  New York, NY 10013                  Type: Accelerator                  Potential occupancy: Eight to 10 companies (summer 2013)                  Contact: (707) 469-3669                  Email: <a href="mailto:info@nycseedstart.com">info@nycseedstart.com</a>                  Website: <a href="http://www.nycseedstart.com">www.nycseedstart.com</a></p>
<p><b>NY Media Center (Brooklyn)</b>                  20 John Street                  Brooklyn, NY 11201                  Type: Incubator                  Contact: (718)729-6677                  Email: <a href="mailto:community@nymediacenter.com">community@nymediacenter.com</a>                  Website: <a href="http://nymediacenter.com">http://nymediacenter.com</a></p>	<p><b>NYU-POLY DUMBO (Brooklyn)</b>                  20 Jay St., Suite 312                  Brooklyn, NY 11201                  Type: Incubator                  Potential occupancy: 15 companies                  Contact: (718) 407-6561                  Email: <a href="mailto:incubator@poly.edu">incubator@poly.edu</a>                  Website: <a href="http://www.poly.edu/business/incubators/dumbo">www.poly.edu/business/incubators/dumbo</a></p>

<p><b>PREHYPE (Manhattan)</b>                      50 Eldridge St. 5th floor                      New York, NY 10002                      Type: Incubator                      Potential occupancy: 50 people                      Contact: (646) 461-1373                      Email: <a href="mailto:newyork@prehype.com">newyork@prehype.com</a>                      Website: <a href="http://www.prehype.com">www.prehype.com</a></p>	<p><b>SUNSHINE BRONX BUSINESS INCUBATOR (Bronx)</b>                      890 Garrison Ave.                      Bronx, NY 10474                      Type: Incubator                      Potential occupancy: 137 people                      Contact: (212) 624-5856                      Email: n/a                      Website: <a href="http://www.sunshineny.com/bronx">www.sunshineny.com/bronx</a></p>
<p><b>TECHSTARS NYC (Manhattan)</b>                      1407 Broadway, 24th floor                      New York, NY 10018                      Type: Accelerator                      Potential occupancy: 12-14 companies                      with two to four team members                      Contact: (303) 593-1826                      Email: <a href="mailto:info@techstars.com">info@techstars.com</a>                      Website: <a href="http://www.techstars.org/nyc">www.techstars.org/nyc</a></p>	<p><b>VARICK STREET INCUBATOR (Manhattan)</b>                      137 Varick St., 2nd floor                      New York, NY 10013                      Type: Incubator                      Potential occupancy: 25                      companies                      Contact: (212) 292-3122                      Email: <a href="mailto:incubator@poly.edu">incubator@poly.edu</a>                      Website: <a href="http://www.poly.edu/business/incubators/varick">www.poly.edu/business/incubators/varick</a></p>
<p><b>TIPPING POINT PARTNERS(Manhattan)</b>                      86 Chambers St. 7th floor                      New York, NY 10007                      Type: Incubator                      Potential occupancy: 24                      companies; 100-120 people                      Contact: n/a                      Email: <a href="mailto:team@tippingpointpartners.com">team@tippingpointpartners.com</a>                      Website: <a href="http://www.tippingpointpartners.com">www.tippingpointpartners.com</a></p>	

### 3.3 Other real estate options:

<p><b>Rockefeller Group Business Centers (Manhattan)</b>                      48 Wall Street                      11th Floor                      New York, NY 10005                      Contact: (212) 899-5420                      Website: <a href="http://www.rgbc.com">www.rgbc.com</a></p>	<p><b>PivotDesk</b>                      1910 Pearl Street                      Boulder, Colorado 80302                      Contact: n/a                      Website: <a href="http://www.pivotdesk.com">www.pivotdesk.com</a></p>
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### 3.4 VENTURE CAPITAL FIRMS

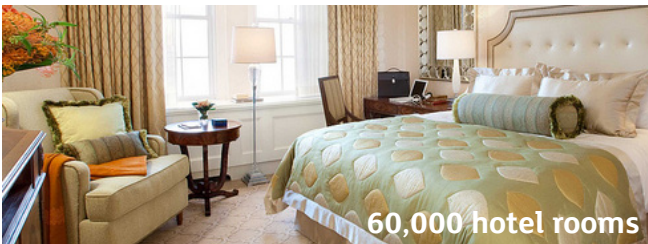
<p><b>ADAMS CAPITAL MANAGEMENT</b>                  Contact: (412) 749-9454                  Website: <a href="http://www.acm.com">www.acm.com</a></p>	<p><b>ALERION PARTNERS</b>                  Contact: (203) 202-9900                  Website: <a href="http://www.alerionpartners.com">www.alerionpartners.com</a></p>
<p><b>AXIOM VENTURE PARTNERS</b>                  Contact: (860) 548-7799                  Website: <a href="http://www.axiomventures.com">www.axiomventures.com</a></p>	<p><b>BESSEMER VENTURE PARTNERS</b>                  Contact: (914) 833-5300                  Website: <a href="http://www.bvp.com">www.bvp.com</a></p>
<p><b>CANAAN PARTNERS</b>                  Contact: (203) 855-0400                  Website: <a href="http://www.canaan.com">www.canaan.com</a></p>	<p><b>CASABONA VENTURES</b>                  Contact: (973) 433-4545                  Website: <a href="http://www.casabonaventures.com">www.casabonaventures.com</a></p>
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<p><b>CHART VENTURE PARTNERS</b>                  Contact: (212) 350-8224                  Website: <a href="http://www.chartventure.com">www.chartventure.com</a></p>	<p><b>CITY LIGHT CAPITAL</b>                  Contact: (212) 403-9575                  Website: <a href="http://www.citylightcap.com">www.citylightcap.com</a></p>
<p><b>CONNECTICUT INNOVATIONS</b>                  Contact: (860) 563-5851                  Website: <a href="http://www.ctinnovations.com">www.ctinnovations.com</a></p>	<p><b>CONTOUR VENTURE PARTNERS</b>                  Contact: (212) 644-5481                  Website: <a href="http://www.contourventures.com">www.contourventures.com</a></p>
<p><b>CROSS ATLANTIC CAPITAL PARTNERS</b>                  Contact: (610) 995-2650                  Website: <a href="http://www.xacp.com">www.xacp.com</a></p>	<p><b>DAWNTREADER VENTURES</b>                  Contact: (203) 659-0346                  Website: <a href="http://www.dvventures.com">www.dvventures.com</a></p>
<p><b>DFJ GOTHAM</b>                  Contact: (212) 279-3980                  Website: <a href="http://www.gothamvc.org">www.gothamvc.org</a></p>	<p><b>EDISON VENTURE FUND</b>                  Contact: (609) 896-1900                  Website: <a href="http://www.edisonventure.com">www.edisonventure.com</a></p>
<p><b>EASTON CAPITAL INVESTMENT GROUP</b>                  Contact: (212) 702-0950                  Website: <a href="http://www.eastoncapital.com">www.eastoncapital.com</a></p>	<p><b>FF VENTURE CAPITAL</b>                  Contact: n/a                  Website: <a href="http://www.fvc.com">www.fvc.com</a></p>
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<p><b>GEFINOR VENTURES MANAGEMENT</b>                  Contact: (212) 308-1111                  Website: <a href="http://www.gefinorventures.com">www.gefinorventures.com</a></p>	<p><b>GREYCROFT PARTNERS</b>                  Contact: (212)756-3508                  Website: <a href="http://www.greycroft.com">www.greycroft.com</a></p>
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<p><b>i-HATCH VENTURES</b>                  Contact: (212) 651-1750                  Website: <a href="http://www.i-hatch.com">www.i-hatch.com</a></p>	<p><b>INSIGHT VENTURE PARTNERS</b>                  Contact: (212) 230-9200                  Website: <a href="http://www.insightpartners.com">www.insightpartners.com</a></p>
<p><b>L CAPITAL PARTNERS</b>                  Contact: (212) 675-7755                  Website: <a href="http://www.lcapitalpartners.com">www.lcapitalpartners.com</a></p>	<p><b>LAUNCH CAPITAL</b>                  Contact: n/a                  Website: <a href="http://www.launch-capital.com">www.launch-capital.com</a></p>
<p><b>LEDRA CAPITAL</b>                  Contact: n/a                  Website: <a href="http://www.ledracapital.com">www.ledracapital.com</a></p>	<p><b>LERER VENTURES</b>                  Contact: (646) 839-8582                  Website: <a href="http://www.lererventures.com">www.lererventures.com</a></p>
<p><b>LUX CAPITAL MANAGEMENT</b>                  Contact: (646) 475-4385                  Website: <a href="http://www.luxcapital.com">www.luxcapital.com</a></p>	<p><b>MATRIX PARTNERS</b>                  Contact: (646) 524-9292                  Website: <a href="http://www.matrixpartners.com">www.matrixpartners.com</a></p>
<p><b>METAMORPHIC VENTURES</b>                  Contact: (212) 209-3366                  Website: <a href="http://www.metamorphic.vc">www.metamorphic.vc</a></p>	<p><b>MILESTONE VENTURE PARTNERS</b>                  Contact: (212) 223-7400                  Website: <a href="http://www.milestonevp.com">www.milestonevp.com</a></p>
<p><b>MILLENIUUM TECHNOLOGY PARTNERS</b>                  Contact: (646) 521-7800                  Website: <a href="http://www.mtvlp.com/index/php">www.mtvlp.com/index/php</a></p>	<p><b>MORGAN STANLEY VENTURE PARTNERS</b>                  Contact: (212) 761-8753                  Website: <a href="http://www.morganstanley.com/institutional/venturepartners/">http://www.morganstanley.com/institutional/venturepartners/</a></p>
<p><b>NEWLIGHT MANAGEMENT</b>                  Contact: (212) 675-6591                  Website: <a href="http://www.nlventures.com">www.nlventures.com</a></p>	<p><b>NORTHWOOD VENTURES</b>                  Contact: (516) 364-5544                  Website: <a href="http://www.northwoodventures.com">www.northwoodventures.com</a></p>
<p><b>OAK INVESTMENT PARTNERS</b>                  Contact: (203) 226-8346                  Website: <a href="http://www.northwoodventures.com">www.northwoodventures.com</a></p>	<p><b>OMNICAPITAL GROUP</b>                  Contact: n/a                  Website: <a href="http://www.omnivc.com">www.omnivc.com</a></p>

## VENTURE CAPITAL FIRMS (con't)

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<p><b>SI VENTURES</b>                  Contact: n/a                  Website: <a href="http://www.siventures.com/index/html">www.siventures.com/index/html</a></p>	<p><b>SIGNAL LAKE</b>                  Contact: (203) 454-1133                  Website: <a href="http://www.signallake.com">www.signallake.com</a></p>
<p><b>SOFTBANK CAPITAL</b>                  Contact: n/a                  Website: <a href="http://www.softbank.com">www.softbank.com</a></p>	<p><b>SYCAMORE VENTURES</b>                  Contact: (609) 759-8888                  Website: <a href="http://www.sycamoerc.com">www.sycamoerc.com</a></p>
<p><b>THE TELMARC GROUP</b>                  Contact: (973) 377-6269                  Website: <a href="http://www.telmarc.com">www.telmarc.com</a></p>	<p><b>TL VENTURES</b>                  Contact: n/a                  Website: <a href="http://www.tlventures.com">www.tlventures.com</a></p>
<p><b>TRIBECA VENTURE PARTNERS</b>                  Contact: (212) 389-1603                  Website: <a href="http://www.tribecavp.com">www.tribecavp.com</a></p>	<p><b>TRIDENT CAPITAL</b>                  Contact: (203) 222-4590                  Website: <a href="http://www.tridentcap.com">www.tridentcap.com</a></p>
<p><b>TRILLIUM CAPITAL PARTNERS</b>                  Contact: (585) 383-5680                  Website: <a href="http://www.trillium-group.com">www.trillium-group.com</a></p>	<p><b>UPDATA PARTNERS</b>                  Contact: (732) 945-1000                  Website: <a href="http://www.updatapartners.com">www.updatapartners.com</a></p>
<p><b>VENROCK ASSOCIATES</b>                  Contact: (212) 444-4100                  Website: <a href="http://www.venrock.com">www.venrock.com</a></p>	<p><b>VILLAGE VENTURES</b>                  Contact: (212) 888-6962                  Website: <a href="http://www.villageventures.com">www.villageventures.com</a></p>
<p><b>VITAL FINANCIAL</b>                  Contact: (860) 729-3247                  Website: <a href="http://www.vitalfin.com">www.vitalfin.com</a></p>	<p><b>ZON CAPITAL PARTNERS</b>                  Contact: (609) 452-1653                  Website: <a href="http://www.zoncapital.com">www.zoncapital.com</a></p>
<p><b>WOMEN INNOVATE MOBILE (Manhattan)</b>                  1412 Broadway, Floor 22                  New York, NY 10014                  Type: Accelerator                  Potential occupancy: 10 companies                  Contact: n/a                  Email: <a href="mailto:womeninnovatemobile@gmail.com">womeninnovatemobile@gmail.com</a>                  Website: <a href="http://www.womeninnovatemobile.com">www.womeninnovatemobile.com</a></p>	<p><b>WEWORKLABS (Manhattan)</b>                  175 Varick St.                  New York, NY 10014                  Type: Incubator                  Potential occupancy: 250 entrepreneurs; 110 companies                  Contact: n/a                  Email: <a href="mailto:ny@weworklabs.com">ny@weworklabs.com</a>                  Website: <a href="http://www.weworklabs.com">www.weworklabs.com</a></p>

### 3.5 Fun Facts



## 4. Sources

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- <sup>12</sup> <http://www.nyc.gov/html/dca/html/law/PaidSickLeave.shtml>
- <sup>13</sup> [www.nycedc.com](http://www.nycedc.com)

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