

MANUFACTURING MATTERS

CNY STEM Camp for Young Women a Great Success!



The CNY STEM Hub Summer Camp was held July 25-29, 2016 at Le Moyne College, a MACNY member. Twenty-nine high school age campers were chosen from 12 urban, suburban, and rural school districts. The young women took part in hands-on activities, including: coding (by the Microsoft Store), rockets, robotics (by the Le Moyne Maker Zone), and circuits. The activities, some in small groups and another in a forum setting, gave campers the opportunity to work on their communication, problem solving, and critical thinking skills.

There were also tours of Le Moyne College which provided information on the college experience. One camper was overheard saying “I can’t wait to get to

college!” The camp included mentoring sessions with professional women from SRC, Inc. There were discussions of the gender gap in STEM which was an inspiration! The same is true of the speeches during the media event by Assemblywoman Pamela Hunter; Le Moyne College President, Dr. Linda LeMura; AT&T’s Kevin Hanna; and CNY STEM Hub Chair, Dr. Donna DeSiato.

The success of the camp was evident from the perfect attendance, postings on social media, and evaluations in which 93 percent of students said they would attend this camp again and 97 percent would recommend it to a friend. Comments from campers included: “Absolutely loved it,” “Wish it was longer than a week,” “Hope this camp will inspire many more young women in STEM,” and “It was a great experience.”

The main goal of this camp was to bridge the huge gender gap in STEM careers. The CNY STEM Summer Camp for Young Women successfully achieved this because 93 percent of the campers said they were now interested in a STEM career!



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If you know of companies that could benefit from a MACNY membership, please contact Cindy Nave at 315-474-4201 ext. 11 or cnave@macny.org.

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PRESIDENT'S MESSAGE



Randy Wolken
President & CEO

Change Leadership

The speed of change is overwhelming for most of us. The world is changing so fast that individuals, families, teams, organizations, businesses, and entire industries are grappling with how to keep up. So how do you thrive in a world of constant change? You become a Change Leader.

If the world is going to keep changing at a faster and faster pace, then as leaders we must learn to be a Change Leader. What is the definition of a Change Leader? I define it as *a person who embraces change and leads in an effort to create the greatest value for others in their lives*. As you can see, anyone could be a change leader. However, not everyone is a change leader.

Change Leadership begins with being able to change your own behaviors. Typically, when companies look at change they start a new initiative or project. Or, they shift their organizational structures. Research tells us these areas only account for about 20 percent of our actions. Therefore, most of the change going on addresses just the tip-of-the-iceberg. What comprises the other 80 percent of our activity? Behaviors. Therefore, if you want to be a Change Leader you need to become an expert at changing behaviors. And, it starts with being highly effective at changing your own behavior. As we all know, no small task.

Most of what we do each day is a behavior. We do it day in and day out. It is something we do without thinking about it. And, it is the hardest level of change to address. But, if we are to remain competitive, we must go where the bulk of our

actions exist. Jesse James said he robbed banks because that was where the money was at. If we want to be able to change, we need to go to where the bulk of our actions are centered-- our individual behaviors. This is the untapped source of greatest competitiveness. It is also the one which when unleashed will give the greatest rewards – personally and professionally. How do I know? I have witnessed the power of this approach personally.

Since the first of the year, I have adopted and changed dozens of habits. Some, I have for years wanted to have – or eliminate. With training in habit change, I was able to tap into 80 percent of my change capability. Now change comes more readily and I can predict with near certainty what I can and will change.

At MACNY, every staff member is currently being trained on how to change their own behaviors – and their lives. We are also offering it to our members. What would you do with the ability to change anything you wanted to change? Trust me – this possibility has truly been opened up to any person, anywhere and at any time. If you can dream it and identify the behavior - you can now have it in your life at work and at home. Also, we are intentionally developing a Change Leader approach to how we conduct our work for members and how we support our members in charting their own course of effective change. I invite you to join us in this effort.

To learn more about how you can become involved in our Change Leader initiative contact me at rwolken@macny.org for additional information. We would love to start a dialogue with you on how you are creating the change within your organization or in your own life. One key element of any change effort is the support and insight of others. Together, change is not only possible – it becomes inevitable.

Business Activity Declined Slightly This Month

Business activity in New York State declined slightly this month, according to firms responding to the August 2016 Empire State Manufacturing Survey. The headline general business conditions index fell five points to -4.2. The new orders index remained near zero, a sign that orders were little changed, while

the shipments index climbed eight points to 9.0, indicating that shipments rose. Labor market indicators pointed to little change in employment levels and hours worked. The prices paid index edged down to 15.5, suggesting that input price increases remained moderate, and at 2.1, the prices received

index reflected a minute increase in selling prices. Forward-looking indicators suggested that firms expected conditions to improve over the next six months, although the level of optimism diminished for a second consecutive month. For the full report visit: www.newyorkfed.org.



Karyn Burns

VP, Communications & Government Relations

MANUPAC & U.S. Chamber of Commerce Announce Endorsement of John Katko for Congress

In early August, MANUPAC, The Manufacturers Association of Central New York's Political Action Committee was pleased to partner with the United States Chamber of Commerce to jointly announce our endorsement of John Katko for Congress in New York's 24th congressional district. The announcement was made amongst community and business leaders at MACNY member G.A. Braun.

MANUPAC reviewed questionnaires and past voting records to determine who would best reflect and support the manufacturing mission and agenda in Washington. During the 114th Congress, Congressman John Katko received a 95 percent ranking in the U.S. Chamber's annual How They Voted scorecard and a 96 percent using the congressional voting record created and distributed by the National Association of Manufacturing (NAM).

The following statements were made applauding the work of Congressman Katko as well as our endorsement:

MANUPAC Chairman Nathan Andrews stated, "On behalf of MANUPAC, I am pleased to be standing here today recognizing Congressman John Katko as our endorsed candidate for the 24th Congressional district. Throughout our endorsement process, it was clear to the MANUPAC Board as a whole that John's commitment to our region and his wealth of knowledge and understanding of the Federal issues that impact our sector was second to none. We are pleased to be endorsing John, and thank him for his clear commitment to both the region and the manufacturing sector."

Eileen Braden, Vice President, Political Affairs and Federation Relations of the U.S. Chamber of Commerce stated, "The U.S.

Chamber is proud to stand with the Central New York business community and MACNY to support John Katko. Katko has earned a reputation as an independent leader who gets things done -- from spearheading legislation to fix our broken roads and bridges to creating an environment for job creators to hire and grow. We're honored to highlight his record and endorse him here today."

"On behalf of the MACNY membership we are pleased to be standing here today at G.A. Braun, an exemplary manufacturing facility, endorsing John Katko for Congress," stated Randy Wolken, President and CEO of MACNY - The Manufacturers Association. "As stated, John has tirelessly worked with local business leaders and companies alike to assist in any way he can to make it easier to conduct business. The past two years, John has exemplified a pro-jobs and pro-business representative and has voted in favor of many of the pieces of legislation that are critical to foster growth and a better business climate for manufacturers."

"I am incredibly honored to have earned the support of both the U.S. Chamber of Commerce and the many local manufacturers and small businesses represented by the Manufacturer's Association of Central New York," said Congressman Katko. "Our local businesses know best, and, for the past two years, I've made it a priority to visit with businesses - small and large - across Central New York. I've taken what I've learned back to Congress - fighting for policies that cut red tape, reign in harmful regulations and taxes, and grow our skilled workforce. I've worked to improve our infrastructure, serving as a key negotiator on the first long-term highway bill after years of economic uncertainty and I'm focused on growing tourism in Onondaga, Cayuga, Wayne, and Oswego Counties. Again, I'm grateful for the support I've received today, and I'll continue to fight in Congress so that our local businesses can grow, prosper, and create greater economic opportunity in our region."

In late September, MIPAC, our organization's State Political Action Committee, will be announcing our State endorsements for the 2016 election. For more information on this process, please contact me directly at kburns@macny.org.



John Lawyer
VP, Energy Solutions

Zero Emission Credits for Nuclear Power?

The Public Service Commission has responded to the potential closing of the R.E. Ginna, FitzPatrick, and Nine Mile Point nuclear plants with a proposal to make them profitable. Last December, Governor Cuomo had directed the Public Service Commission to come up with a plan to save Upstate nuclear facilities. These plants produce 16 percent of New York's energy. Exelon has proposed closing their two plants as they are losing money, because of the market. The Commission approved this plan on August 1, 2016

The Public Service Commission will require utilities to purchase "zero emission credits" from power producers that do not emit carbon dioxide. This will subsidize the nuclear plants for every ton of carbon dioxide that they have not produced because they are not burning fossil fuels.

If approved, the cost to consumers will be nearly \$2B for two years. It may cost as much as \$7.6B over the full 12-year plan, although this depends on factors such as the future cost of power.

The staff at the Public Service Commission estimated that the economic benefits would be \$5B in the first two years of the plan. This is based on what is called the "social cost of carbon," which is a construct that attempts to monetize the current value of the future benefit from emission related costs like respiratory

ailments, agricultural changes, increased maintenance required for the network, and avoiding storms like Superstorm Sandy. This method of determining benefit is controversial and it is possible that New Yorkers will receive little to no benefit during the time of the program.

The costs of these credits will be passed on to electric customers on a volumetric basis, which means that these costs will be borne by manufacturers, and high load factor manufacturers in particular. This will make manufacturing more expensive in New York State.

The subsidy puts other power plants at a competitive disadvantage, as they will be selling power generation without this attribute.

One interesting related topic is that the Governor does not want the subsidy to support nuclear power generated by Indian Point. He opposes that plant due to its proximity to New York City.

MACNY supports maintaining nuclear power for its contribution to fuel diversity and low emissions. We also support these companies as significant contributors to our region's economy. We do not support adding significant cost to energy consumers, particularly manufacturers in New York.

-
- 80% of the Canadian population live in urban centers within 200 km of the U.S. border.
 - China is the largest foreign holder of U.S. government debt at \$1.2443 trillion.
 - An Exascale is 1,000 petaflops--or a billion billion calculations per second.
 - In 1844, Native Americans visiting London demonstrated a way of swimming they had learned growing up: the front crawl.
 - There are more people on Long Island than in the thruway cities.
 - The typical American lives within 18 miles of their mother.
 - Superstorm Sandy flooded 88,000 buildings.
 - A group of stingrays is called a fever.





Patty Clark
HR Services Manager

The New U.S. Department of Labor FLSA Overtime Regulations go into Effect on December 1, 2016. Are You Prepared?

On May 18, 2016, the U.S. Department of Labor published its long-awaited final rule amending the federal Fair Labor Standards Act (“FLSA”) overtime regulations regarding the executive, administrative, and professional exemptions (the “FLSA White Collar Exemptions”). The outside sales and computer professional exemptions are not subject to the new amendments. The amendments, which go into effect on December 1, 2016, provide in relevant part as follows:

- Establishes the minimum salary level for FLSA White Collar Exemptions at \$913 per week (\$47,476 per year). This is a significant increase from the current \$455 per week (\$23,660 per year) under the FLSA and \$675 per week (\$35,100 per year) for the executive and administrative exemptions under the New York State wage and hour regulations;
- Sets the total compensation level for highly compensated employees (“HCE”) at \$134,004 per year. This is an increase from the current \$100,000 per year minimum;
- Provides a mechanism for automatic increases in the salary levels every three years (beginning January 1, 2020) – with the minimum salary level indexed to the 40th percentile of salaries for full-time workers in the lowest wage census region, and the HCE level indexed to the 90th percentile of salaries for national full-time salaried workers; and
- Allows for employers to count nondiscretionary bonuses and other incentive payments (including commissions) paid on at least a quarterly basis, for up to 10% of the minimum salary level.

It is important to note that the amendments do not make any changes to the “duties test” for the FLSA White Collar Exemptions.

With the effective date now just a few short months away, employers should already have begun the process of assessing which of their employees will be affected and what steps will be taken to satisfy these significant changes. In this regard, the DOL has issued fact sheets and guidance documents identifying alternative steps employers can take in order to comply with the new rule, which include the following:

1. Increasing employee salaries to the new salary level and continuing to treat employees as exempt (assuming they satisfy the duties requirements);
2. Reclassifying employees as non-exempt and paying overtime for hours worked over 40; or
3. Reducing employee hours to avoid overtime work.

For those employers which opt to maintain the exempt status of employees by increasing salaries, now is a perfect time to review the job duties for those employees in order to ensure that they not only meet the salary test requirements for exempt status, but the duties test requirements as well.

For those employers which opt to forego a salary increase and instead reclassify employees from exempt to non-exempt, it would be wise to consider taking the following steps to smooth the transition:

- Ensure that you have an effective timekeeping system or practice in place, and ensure that your soon to be non-exempt employees understand the system and the importance of maintaining accurate time records;
- Explain to your formerly exempt employees that they will no longer be permitted to work through lunch or any other non-paid break times;
- If you have not already done so, consider implementing a policy which prohibits overtime work without prior approval. Ensure that your employees understand the policy and ensure that you enforce the policy. Remember, even if unauthorized, overtime hours must still be paid.

December will be here before you know it. Taking the time now to consider your options and to plan for what works best for your business will help to avoid costly mistakes going forward.

Written by and printed with permission from Chris Jones of Mackenzie Hughes, LLP

HUMAN RESOURCE SOLUTIONS

Hot Off The Line

Q – We will be interviewing for an open position and wanted to know if we can ask about convictions and misdemeanors and if we can go back further than seven years.

A – As long as your company does not provide goods or services to the City of Syracuse or have four employees within the city of Rochester or 15 employees within the city of Buffalo, you are free to ask about felony or misdemeanor convictions. There is no limit of how far back you can ask but many background checks only go back seven years, so if a candidate says yes and the conviction was longer than seven years ago, it may not show up on the report.



HR Stats & Facts

- When do workers take vacation? 2016 data shows that workers are 16% more likely to take time off in December, 10% more likely in July, 6% more likely in June, and 6% more likely in August.
Source: EBN June 2016
- In a survey of recruiters and HR professionals, it was found that the top three selection techniques used to assess executive-level candidates were structured interviews (53%), references (52%), and one-on-one interviews (45%).
Source: www.sbrm.org
- A recent survey of 1,024 American adults aged 18 and older, revealed 62% think it is likely the U.S. Economy will become cashless in their lifetime, while 54% say they like to have cash on them at all times.
Source: www.gallup.com

C P I

<u>WAGE/CLERICAL</u>	<u>JUNE</u>	<u>MAY</u>	<u>Pt. CHG</u> <u>(Mo)</u>	<u>% CHG</u> <u>(Mo)</u>	<u>% CHG</u> <u>(YR)</u>
1967=100	700.9	698.3	2.6	0.4%	0.6%
1982-84=100	235.3	234.4	0.9	0.4%	0.6%
<u>URBAN</u>					
1967=100	722.0	719.6	2.4	0.3%	1.0%
1982-84=100	241.0	240.2	0.8	0.3%	1.0%

UNEMPLOYMENT RATES

June - Onondaga County: 4.2; Metropolitan Syracuse Area (MSA): 4.5



David Freund
Chief Leadership Officer

Stress

A few weeks ago I realized that it had been over six months since I had my last migraine. I was one of those people that carried migraine medicine with me all the time. Even on Sundays at church. Then about two weeks ago I overheard my wife tell my best friend that I was a different person. So what changed?

Yes, I have a new job and one that I love. However, the job I left was a job that I loved. I loved the people with whom I worked. After more than eighteen years we were family. So what changed. Clearly, I had been under much stress but did I really need to change jobs to reduce my stress and get well again? What was missing, or present in my life to cause my stress and in turn, migraines, anxiety, and my overall irritability? As I thought on this I came up with the following questions:

- What is stress?
- Did I need to change jobs to get back on track or could the situation have been managed?
- What was present or missing in my life that kept me stressed?
- What can I do to help others in the same boat?

What is Stress? Our bodies reactions to stress is actually a good thing. We were created to react this way when threatened. When our brain senses a threat, we prepare for war. The problem is that our brain starts working before we are even aware of it. This is great if we need to out run a wild animal but doesn't serve us too well if it is our boss, customer, or direct report that is screaming at us.

Here is what actually happens. Oh, how I wish we had the time to discuss the Amygdala, Locus Coeruleus, Prefrontal Cortex, Anterior Cingulate Cortex, Hippocampus, Adrenal Glands, etcetera. Seriously, though, it starts with a threat of some sort, and then chemicals, such as adrenaline start pumping, and soon our heart rate goes up, our blood vessels dilate, our breathing increases, we start to sweat, and our muscles become tense. We may even begin to clench or grind our teeth. Over time, constant

severe stress causes the Amygdala to become overly sensitive, and even the slightest annoyance causes us to overreact. It is similar to when you get a splinter in your finger. You quickly remove it and think all is well. Then, a few days later, you notice a small red spot has developed, since there isn't any pain, you just ignore it. The next day while picking up your cup of coffee you bump it, and the pain is unreal! But it is just a splinter. What's the big deal? Welcome to the world of stress. After a while, even small things cause serious results.

Did I need to change jobs? The real answer to that question is no. I did not need to change jobs, but rather make changes in my life. The stress in my job was very real. The issues were real, but they were not as bad as I thought and they certainly were manageable. How can I say that with such confidence? Because I had managed them and even worse in the past without all the stress.

What was present or missing in my life? What was present is the easy part to determine. A lot of deadlines, employee issues, customer issues, cash flow issues, etcetera. What was missing? I had lost my sense of progress and purpose. I felt like the hamster on the wheel. Every day a lot of running and nothing to show for it. I did not feel that I was growing, nor did I feel my team was growing. I could not see a future that was exciting and energizing. Now to be completely honest, I did not see this at the time. I knew I was stressed, but I just thought this was the life of an executive.

That does not need to be the life of an executive. We cannot remove stress, but we can manage it. Realizing that it is real and that we need to manage it is the first step. Working harder and spending more hours will not help, it will only make the situation worse. Here are some steps that can help you manage the stress of everyday management:

- **Get some rest** – This may sound simple, but you need to get enough rest. If you are exhausted, everything is worse. When was the last time you took a vacation?
- **Get some exercise** – According to the Mayo Clinic, exercise in almost any form can act as a stress reliever. Being active can boost your feel-good endorphins and distract you from daily worries.
- **Daily affirmations** – Take time to write out affirming statements about you and your life. Use these statements to maintain the proper mindset. You need to fight the battle for your thought life.
- **Deep breaths** – I actually found that when I am stressed, I hold my breath. So.... Just breath!
- **Spend time reflecting** – Take time each day to reflect. Are you stressing about things that are out of your control?

Only focus on the things you can actually do something about. Worrying about the others things will not change the outcome at all. It will only send you to an early grave.

- **Get on a growth plan** – When you are growing as a leader, you will have positives thoughts and more energy. The only guarantee for a better tomorrow is our actions today.
- **Get your team on a growth plan** – What is good for the goose, is good for the gander. Seriously, your tomorrow will be better because your team will be developing and growing.
- **Engage a thinking partner** – You need someone to help you think through your issues. Identify mentors who can walk with you on the journey. It is always better than traveling alone.

I realize that in any job there will be stress. In reality, life is filled with stress. The question each one of us will need to ask is this, will we allow stress to control us, or we take control of it? The choice is ours.

If you need a thinking partner for your journey, give me a call. I would be happy to share your journey with you.

LIVE2>>LEAD

October 21, 2016
The Lodge at Welch Allyn

Live2Lead is a full-day, leader development broadcast and experience designed to equip attendees with new perspectives, practical tools, and key takeaways. You'll learn from world-class leadership experts, be prepared to implement a new action plan, and start leading when you get back to the office with renewed passion and commitment.

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Join us October 21 at The Lodge at Welch Allyn for this year's Live2Lead broadcast.
Check in will begin at 8:30 AM with a 9:30 AM program start time.
Register now! Early bird pricing available. Contact Marisa at mnorcross@macny.org.



Joe Vargo
Executive Director
Partners For Education & Business

MACNY Members Partner with PEB to Promote Careers

Summer Programs Impact 200 College and High School Students and Teachers

Providing STEM (science, technology, engineering, math) education and career exploration activities to students was at the forefront of PEB's accomplishments over the summer. During late June and the month of July, PEB coordinated a teacher education program, career speakers, and industry visits for 19 high school students enrolled in the Le Moyne College Liberty Partnership Program (LPP) during a Summer Camp held at Le Moyne College; a variety of STEM-building projects and interaction with professional STEM females at the AT&T STEM Summer Camp for Young Women; tours, presentations, projects, and an industry challenge during the Syracuse P-TECH's Summer Bridge Program; and an evening of networking with local business representatives including presentations on resume building and effective networking tips for 45 top college students who previously applied for a CNY STEM Scholarship.

SRC Educator in the Workplace

PEB recruited nearly 20 teachers for a day-long event on June 29 at SRC, Inc. Teachers participated in several activities including a tour of the SRC work areas, an interactive STEM game based on Family Feud, and a panel discussion of young male and female engineers about their educational experience and sharing of ideas to help teachers with their students.



LPP students visited the SUNY Upstate Emergency Medicine Training Center, participating in life-saving procedures.

Le Moyne College Liberty Partnership Program (LPP)

Over the summer, LPP students learned about instruction on writing and SAT skills, visited a variety of college campuses, had team-building and leadership exercises, and investigated a variety of careers through guest speakers and site visits. They focused on career sectors in Culinary/Nutrition; Engineering/Architecture; Law/Law Enforcement; and Medical. Guest speakers included Damian Schofield, professor of Human Computer Interaction at **SUNY Oswego**; Donna Capria and Chris Brower from the **Onondaga County Probation Department**; Mary Kiernan, Chef/Nutritionist and professor from **S.U.'s Falk College**; Sgt. Timothy Stepien from the **Syracuse Police Department's** K9 Unit; Anita Zanin, Forensic Specialist from **AZ Forensic Associates**; Christy LeClair and Brian Pickering from **Anoplate**; Judy Ranieri, Phlebotomist from **Laboratory Alliance**, and Terry Hopkins from **C&S Companies**. The students also visited **Cryomech**, **SUNY Upstate's Emergency Medicine Training Center**, **S.U.'s School of Engineering**, and the **Onondaga County Criminal Courthouse and Law Library**.

CNY STEM Hub Summer Camp for Young Women at Le Moyne College

Sponsored by AT&T, the camp was the first all-girls STEM summer camp and provided 30 high school age girls with a week of STEM-based activities: Coding classes hosted by Microsoft; a Robotics Engineering project delivered by Le Moyne College; dialogue circles and mentoring with professional women in STEM careers; team-building and communication exercises; and tours and demos throughout the Le Moyne College campus. This STEM program was developed to



During the CNY STEM Hub Summer Camp for Young Women, students design and create rockets, test-firing them to rate the distance traveled.

to attain a degree in Mechanical or Electrical Engineering Technology through a dual track of high school and college studies, all within 5-6 years and at no cost to the students. Rising juniors completed an OSHA 10 Safety course and visited **Nixon Gear** and **Berry Plastics** to tour the facilities with the Safety Officers, observing how safety practices are implemented. The sophomore class visited **Covanta** for a special Industry Challenge



James Branche, HR Manager at United Radio, reviews a math test with P-TECH Freshmen that is given as an entry exam for employment.

CNY STEM Scholar Connection

A special evening event was held at the WCNY Education Center for the CNY STEM



CNY STEM Scholars discuss internship opportunities with Cheryl Marvel, HR Generalist at INFICON.

which could be answered only by specific company representatives. Adding to the enjoyment of the evening there was great food, door prizes, music, and giveaways that made for a friendly and entertaining event. Participating companies, many with job or internship opportunities, included: **C&S Companies**, **ICS Solutions**, **INFICON**, **King + King Architects**, **NYS DEC**, **National Grid**, **SRC, Inc.**, **St. Joseph's Hospital**, **TACNY**, and **United Radio**.

encourage women to pursue a career normally dominated by males. The innovative program provided girls in grades 9-12 with an opportunity to gain STEM skills and experiences. Go to the link below to view the story of the camp: http://www.syracuse.com/living/index.ssf/2016/07/cny_stem_hub_summer_camp_for_young_women_powered_by_att.html#incart_email

Syracuse P-TECH

The Syracuse P-TECH Program held their annual "Summer Bridge" Program during the middle of July. P-TECH at the Institute of Technology provides interested students from the Syracuse City high schools with the opportunity



Chris List, HR Specialist at WestRock, demonstrates the science of paper-making to a P-TECH Freshman during the P-TECH Summer Bridge Program.

project. The students toured the waste-to-energy plant and then discussed the "Trash to Ash" letter writing and marketing campaign they would be initiating. The students were divided into teams, working on producing the most effective public relations methods and then presented their results to Paul Abt, Environmental Engineer at **Covanta**. The incoming freshman students attended presentations from local company representatives, learning about the history of the company and the jobs they employ. Each company provided professionals who also helped the students learn the basics about engineering design principles, team-building, and communication skills through interactive projects. Many thanks to **United Radio**, **WestRock**, **Eaton Crouse-Hinds**, and **Schneider Packaging**.



John Spina, Sr. VP and CAO, along with Terry Hopkins, Sr. Program Coordinator, both from C&S Companies, discuss careers with CNY STEM Scholars at the July 28th Summer Social event.

EMPLOYER ENGAGEMENT



Bruce Hamm

Director of Business Engagement

Apprenticeship Program Underway

Advanced Tool, Allen Tool, Anaren, Anoplate, Bitzer Scroll, BO-MER, Byrne Dairy, Consolidated Precision Products Corporation, Chobani Yogurt, Crucible Industries, Cryomech, Diemolding Corporation, Eaton Crouse Hinds, G.A. Braun, GE Aviation Unison, Giovanni Foods, Indium Corporation, International Wire Group, Kilian Manufacturing Corporation, Knowles, Manth Brownell, Marquardt Switches, National Grid, OBG, Precision Systems Manufacturing, Raymond Corporation, Sunoco Ethanol, Tactair, CNY TDO, United Radio, Volpi USA, Weaver Tool, Welch Allyn [Hill-Rom], WestRock, and Young & Franklin (and I'm sure I am leaving some off the list – I apologize in advance) have all been actively participating in helping MACNY design registered apprenticeship training programs in advanced manufacturing.

Owners, Presidents, CEOs, Vice Presidents, General Managers, Facilities Managers, Manufacturing Managers, Operations Directors, Human Resource Managers, Manufacturing Engineer Managers, Purchasing Managers, Production Shop Managers, Training Directors, Toolroom Supervisors, and Senior Automation Engineers have all been actively engaged in a group too large to really be called a Steering Committee but have nonetheless given of their time, intelligence, and energy to get this project underway. I have been proud and impressed by the quality and number of people willing to pitch in to get this off the ground.

These are obviously people used to getting things accomplished, as we have moved in three meetings from introducing the project to deciding on the first five occupational groups to begin as apprenticeships. It is very apparent from the level of commitment and the willingness of senior people to give of their time that this is a program that is important to a great many companies. From the comments at the meetings, preparing a highly skilled workforce for tomorrow before all of our most talented employees retire from the workforce is a concern on

everyone's mind. The inability of all of our companies to find the people with the right talents for today's modern manufacturing facilities is contributing to the recognition that we must begin to "grow our own." It is no longer possible, as our President Randy Wolken likes to say, to simply "post and pray," hoping that the perfect candidate will walk through the door.

The committee has now broken out into five subgroups of anywhere from eight to twelve people a piece. It will be the subcommittee's task to take the New York State Department of Labor (NYSDOL) Apprentice outlines and turn them into competency based training outlines spanning approximately four years each. The five occupational titles selected by the companies at the table are: CNC Machinist, Toolmaker, Welder, Electronics Technician, and Maintenance Mechanic. If any of these titles are ones that you have in your company and you would like to become involved, please email me at bhamm@macny.org. We are planning to have the training outlines finalized in September.

The next step in the process will be to secure some of our formal training partners from local colleges, our own industry trainers, and some national training providers. ToolingU-SME, one of MACNY's existing partners has been extremely helpful in doing some preparation work for the subcommittees. We expect they will play a significant role in actually providing training as well. Local community colleges, who we have been working with for the last four years on the TAACCCT grant, are also expected to play a role in providing training. While this is going on, MACNY will be working with NYSDOL and the participating companies to get our programs registered and the apprentices selected. If everything goes according to plan we could begin actual training as early as Manufacturing Month (October). We realize this is an ambitious and aggressive plan but there is urgency to the need that we can no longer ignore. Please join us if you would like to become involved.

THE BOTTOM LINE



Bill Killory,
CPA

Dermody, Burke & Brown, CPAs



Anna Sanchez,
CPA, CFE

Protect Your Business From Fraud

Fraud can strike any business - large, small, new, or old. It does not discriminate and although it is rare, it seems to occur more often lately. In the last six months, *syracuse.com* has reported on over 10 embezzlement cases in the area ranging from just over \$20,000 to close to a million dollars. Although it is impossible to eliminate fraud risks, there are steps a business can take to avoid becoming the next local fraud victim.

The most detrimental mindset for a business is “it won’t happen to me.” Frank Abagnale, a former check forger and impostor who inspired the movie *Catch Me If You Can*, put it well: “If you believe you have a foolproof system, you’ve failed to take into consideration the creativity of fools.” In most instances we’ve been called in to examine, the fraudster was a long-term employee and even a friend of the owner, with access to accounting and banking functions. No one was reviewing their work closely or looking at banking activity and some schemes went undetected for up to 10 years.

The Association of Certified Fraud Examiner’s (ACFE) 2016 Report to the Nations on Occupational Fraud and Abuse estimated that five percent of annual revenues are lost to fraud. Recovering after fraud gets expensive, fast. Consider what it would cost you to hire an attorney and forensic CPA to investigate and uncover the extent of the loss, the physical energy spent and man-hours devoted to digging through records (if they even still exist). Consider the time spent going after the perpetrator who likely spent the money at the casino or on a lavish lifestyle. Then you will have the headache of proving your loss to the insurance company and possibly the law enforcement aspects of the whole affair. This is a case where an ounce of prevention is worth a pound of cure.

The good news is it is easier to prevent fraud than it is to detect an ongoing scheme. You may have heard the term “internal controls”- they are a process for assuring achievement of

objectives in operational effectiveness and efficiency, reliable financial reporting, and compliance with laws, regulations, and policies. Fraud deterrence and detection is more than just internal controls, it is the perception of detection that is the control. Those who believe their illegal activity will be detected are less likely to engage in it. One of the best things you can do to protect yourself is review bank activity online on a frequent basis. Look for unusual activity or items which appear unfamiliar and ask for original, supporting documentation. If something appears unusual, it merits a closer look.

Another method of prevention is to separate accounting duties so that an individual does not have the ability to authorize the use of and access to funds, falsify and alter accounting records, and reconcile bank statements to conceal an embezzlement. An accountant can be consulted to help you review the internal controls system for any exposure and recommend further prevention.

In each instance of fraud we have examined, the company either had no insurance or insufficient coverage for the losses. \$10,000 of coverage is not enough to cover professional fees for the lawyer and forensic CPA alone. It is important to have insurance and, if you do, review your coverage to ensure it covers instances of fraud, for a sufficient dollar amount, and will provide for a reasonable amount to cover the cost of investigation. Consider how much exposure you have on a daily, monthly, and annual basis- if that money went missing, what would you need to continue operating?

The Institute of Internal Auditors has a periodical called “The Tone at the Top.” That message for good or ill can permeate an organization. Doing things the right way and staying on top of your organization and encouraging open communication will go a long way to identify problem areas and help in creating a work environment that will lessen the likelihood of fraud occurring.


Bill Killory, CPA is a Tax Member of *Dermody, Burke & Brown, CPAs, LLC* specializing in closely held businesses in a wide array of industries including manufacturing, professional and financial services, retail and distribution businesses throughout Central New York. He has been with the Firm since 1990 and has extensive experience in mergers, acquisitions, transition planning and tax controversy work.

You can contact Bill at njk@dbllc.com or 315-234-8115.

Anna Sanchez, CPA, CFE is a Senior Associate at *Dermody, Burke & Brown, CPAs, LLC*. She provides accounting and audit services to various industries including small businesses, labor unions, governmental entities, school districts, and not-for-profit organizations. Anna is a Certified Fraud Examiner (CFE) and specializes in the prevention and detection of fraud. Anna has been a guest speaker on the topics of internal control and fraud prevention at various venues.

You can contact Anna at aes@dbllc.com or 315-453-8804.

WHAT'S HAPPENING AT MACNY & PEB



**2016-2017
EMERGENCY
FACILITY CLOSING PROGRAM
REGISTRATION**

One of the many services MACNY offers its members is the **Emergency Facility Closing Program** designed to streamline the process and protect member companies from fraudulent closing announcements.

MACNY coordinates the program with several radio and television stations in your coverage area, creating procedures and authorization codes. **MACNY does not make the phone calls for you, we only facilitate the program.**

If your company would like to participate in this program, please contact Patty Clark at 315-474-4201 x10 or pclark@macny.org by **Friday, September 23, 2015.**

Maximize Your Membership

Do you want to...

- learn more about MACNY's services and how to better utilize your membership?
- meet our staff and, more importantly, have an opportunity to meet other MACNY members and learn more about what they do in our community?

We are excited to be holding Maximize Your Membership sessions on the second Thursday of each month from 9 AM - 10 AM.

Mark your calendars for our next three meetings...

September 8 October 13 November 10

Please contact Cindy Nave at cnave@macny.org or 315-474-4201 ext. 11 to sign up for any of our upcoming sessions!

SAVE THE DATE!

Annual Council Kick Off Reception

Thursday, September 15th, 4:30 - 7 PM, MACNY

Individual Membership Happy Hour

Tuesday September 27th, 5-7 PM, Greenwood Winery

Central Upstate Manufacturing Summit

Tuesday, October 4th, 8 AM, Marriott Syracuse Downtown

7th Annual Manufacturing Careers Day

Friday, October 7th, 7:30 AM, Welch Allyn & Fulton Companies

Live2Lead Broadcast

Friday, October 21st, 8:30 AM - 3 PM, The Lodge at Welch Allyn

For more details on any of these events, visit our events calendar at www.macny.org/calendar.aspx.

- 8 Maximize Your MACNY Membership Session**
Time: 9 AM - 10 AM; No cost
- 9 MACNY Healthcare Program Seminar: Discover A Better Solution For Health Benefits**
Time: 8:30 AM - 10 AM; No cost
- 9 P-TECH Mentor Information Session**
Time: 12 PM (Lunch will be provided); No cost
- 10 Lean - Six Sigma Green Belt Program Online**
Cost: \$1,840 per MACNY Member / \$2,000 per non-MACNY Member; Facilitated by Syracuse University/The TCM Group
- 10 Lean - Six Sigma Black Belt Program Online**
Cost: \$3,680 per MACNY Member / \$4,000 per non-MACNY Member; Facilitated by Syracuse University/The TCM Group
- 12 ISO 9001:2015 QMS Internal Auditor (2-day training)**
Time: 8:30 AM - 4:30 PM; Cost: \$650 per MACNY Member / \$850 per non-MACNY Member / \$585 per Individual Member; Facilitator: Tara McInerney of Quality & Environmental Management
- 13 Tomorrow's Leaders Today: Supervisory Leadership (5-day training)**
Time: 1 PM - 5 PM; Cost: \$750 per MACNY Member / \$950 per non-MACNY Member / \$675 per Individual Member; Facilitator: David Freund, Chief Leadership Officer at MACNY
- 15 MACNY's Annual Council Kick Off Reception**
Time: 4:30 PM - 7 PM; Cost: \$60 (includes annual council fee)
- 20 HR Breakfast Briefing: Understanding DOL's Proposed OT & Exemption Rules**
Time: 8 AM Breakfast and Networking, 8:30 AM Presentation; Cost: \$25 per MACNY Member/Firm Client, \$35 per non-MACNY Member/ non-Firm Client
- 20 MACNY Healthcare Program Webinar: Discover A Better Solution For Health Benefits**
Time: 1 PM - 2 PM; No cost; Location: Webinar
- 27 Individual Membership Happy Hour**
Time: 5-7 PM; Location: Greenwood Winery; Cost: No cost for Individual Members / \$20 for all other MACNY Members
- 28 ISO 9001:2015 Leadership Overview**
Time: 12:30 PM - 2:30 PM; Cost: \$195 per MACNY Member / \$395 per non-MACNY Member / \$175.50 per Individual Member; Facilitator: Tara McInerney of Quality & Environmental Management

Unless otherwise noted, all events and classes are held at
MACNY Headquarters, 5788 Widewaters Parkway, Syracuse, NY 13214



5788 Widewaters Parkway
Syracuse, NY 13214

www.macny.org

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RANDY WOLKEN, EXT. 15
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JOHN LAWYER, EXT. 17
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DEBBIE SINDONE, EXT. 24
Training Coordinator



MARISA NORCROSS, EXT. 22
Member Relations &
Communications Manager

PARTNERS FOR EDUCATION & BUSINESS (PEB) STAFF

(315) 448-1012



JOE VARGO
Executive Director



KATHY BIRMINGHAM
Work-based Learning Coordinator

The information provided herein is general in nature and is designed to serve as a guide to understanding. If the reader has a specific need or problem, the services of legal counsel should be sought to address the particular situation. Non-profit bulk rate postage is paid at Syracuse, NY.