

MANUFACTURING MATTERS

New Location Announced for MACNY's 105th Annual Dinner



MACNY is excited to be celebrating its 105th Annual Dinner on May 24th, 2018 at the SRC Arena and Events Center located on the campus of Onondaga Community College. This will be our first time having the annual dinner at this venue.

In addition to the new venue, the program format will be enhanced by a panel discussion made up of recognized leaders in Central and Upstate New York's manufacturing community, rather than a keynote speaker. The panel will be facilitated by MACNY's Chief Leadership Officer, David Freund.

The highly-anticipated award ceremony will remain unchanged. Tradition will continue with the induction of two members into MACNY's Manufacturers Wall of Fame, the awarding of MACNY's Annual Innovator of the Year Award, and the honoring of member companies celebrating milestone anniversaries.

The evening will begin with a cocktail and networking reception at 5 PM, followed by the program and panel at 6 PM, concluding with dinner and awards at 7 PM. As MACNY's largest event of the year, we are expecting about 650+ attendees.

Sponsorships, tables of ten, and single tickets are available for purchase. To RSVP or to learn more, please contact Cindy Nave, Chief Operating Officer, at cnave@macny.org or 315-474-4201 ext. 11.

Inside This Issue:

Page 3 President's Message:

Manufacturing Growth is Needed in 2018

Page 4 Government Relations:

Congress Directs Next Area of Focus on National Infrastructure Needs

Page 5 Corporate Services:

TANSTAAFL (There Ain't No Such Thing As A Free Lunch)

Page 6 Apprenticeship Update:

Now is The Time to Get Students Interested in STEM

Page 8 HR Solutions:

New Year's Resolutions - How to Increase Your Chances of Success

Page 11 Leadership Development:

It's February, how are you doing?

Page 12 PEB Update:

CNY Technology Sector Companies Provide Networking & Internship Opportunities to CNY STEM Scholars

A BETTER WAY TO BUILD.

KRIS-TECH WIRE



O-AT-KA MILK PRODUCTS



SOUTHERN WINE & SPIRITS OF AMERICA



GREENPAC MILL



VIP Structures has been finding a better way to build for over 40 years, creating distinctive structures that set the standard for building excellence. We are proud to work with so many amazing area businesses – helping give shape to and bring their vision to life.

Our approach to integrated design-build is proven – delivering project successes time and again, with a consistent track record of superior quality, reduced risk, improved project delivery speed and significant cost savings for our clients.

When you work with VIP, you have an entire organization of experts in architecture, engineering, construction and development on your team, all communicating with you through a single point of contact. This approach not only delivers the right expertise at the right time throughout the build process, it also empowers you to make informed and timely project decisions.

Discover a better way to build with the VIP Structures team. Visit us at vipstructures.com or call 315.471.5338.



ARCHITECTURE
ENGINEERING
CONSTRUCTION
DEVELOPMENT

ONE WEBSTER'S LANDING | SYRACUSE, NY 13202
PH: 315.471.5338 | F: 315.471.5373 | VIPSTRUCTURES.COM



Randy Wolken
President & CEO

Manufacturing Growth is Needed in 2018

We need robust manufacturing and technology company growth for our economy to grow and remain strong. This is what we saw from our economy as we closed out 2017 and what we are now seeing as we enter 2018. In January, the New York Federal Reserve raised its view of U.S. gross domestic product (GDP) growth to near four percent for the fourth quarter based on stronger-than-expected data on manufacturing activity and factory orders. The regional central bank's "Nowcast" model analyzes the U.S. economy and it indicated that it was expanding at an annualized pace of 3.97 percent in the fourth quarter which was even faster than the 3.87 percent rate previously calculated. The New York Federal Reserve also said its latest tracking estimate on GDP growth for the first three months of 2018 showed a 3.45 percent growth rate. All of this is good news!

The recent manufacturing tax reform in Washington could help. Although it is too early to see what impact it will have on New York State manufacturers, it should make U.S. international manufacturers more competitive. Implementation that comes from using the details of this reform will let us know if it is working as planned. Jay Timmons, President and CEO of the National Association of Manufacturers (NAM), states, "the final tax legislation

certainly isn't perfect, and the National Association of Manufacturers (NAM) is calling for a report every three years on our competitive position that compares us to the rest of the world in terms of our tax code...Tax reform, however, did include the key components manufacturers had called for over many years, even decades: a substantially lower corporate tax rate, tax relief for small manufacturers, a territorial tax system, benefits for buying new equipment and tools, and incentives for research and development." We at MACNY agree with NAM.

Timmons goes on to say, "this law is only part of a larger agenda for manufacturing competitiveness that also includes regulatory reform, infrastructure investment, trade expansion, and workforce development." MACNY sees that the world is moving quickly ahead to challenge our manufacturers in both production and sales. We need to help manufacturers in their competition with international challengers in their markets. We also need to ensure they have the incentive to make their products in America and not overseas. Our economic and governmental policy climates need to be conducive for them to remain profitable while producing here in our country. If we do so, our member companies can compete with anyone in the world.

MACNY believes much more work needs to be done to help NYS manufacturers thrive. We will work with our members this year to advocate for continued policy change at the State and Federal levels to give our members the opportunity to compete in the global market.

Business Activity Continued to Grow at a Solid Clip in New York State

Business activity continued to grow at a solid clip in New York State, according to firms responding to the January 2018 Empire State Manufacturing Survey. The headline general business conditions index, at 17.7, was little changed from last month's level. The new orders index and the shipments index both

showed ongoing growth, although at a slower pace than in December. Unfilled orders and delivery times increased slightly, and inventory levels were higher. Labor market conditions pointed to a modest increase in employment and steady workweeks. Both input prices and selling prices increased at a

faster pace than last month. Firms remained very optimistic about future business conditions, and capital spending plans were robust. For more information visit www.newyorkfed.org.



Karyn Burns

VP, Government Relations & Communications

Congress Directs Next Area of Focus on National Infrastructure Needs

In the aftermath of the sweeping tax reform legislation that was passed in Washington at the end of 2017, manufacturers and businesses took the opportunity to address other areas in need of national attention: infrastructure.

As manufacturers are well aware, efficiency and reliability are the cornerstones to success in manufacturing excellence. One critical component of this, obviously, is delivery of our world class products. Therefore, manufacturers and businesses alike need an infrastructure system not only statewide but nationally, that can provide on-time deliveries of raw materials and component parts, both efficiently and safely. Additionally, if Internet accessibility lapses, if power goes down, or if water lines are ever to break, our manufacturing facilities and operations remain paralyzed and unable to produce. Therefore, overall infrastructure advancements remain a critical issue at the state and national level, and remain a top priority for MACNY and its members.

Our friends and colleagues over at the National Association of Manufacturers (NAM) agree with us wholeheartedly, and in late December organized over 150 associations and groups from varied sectors in drafting and sending a letter to Congress urging them to address and pass a bipartisan bill focused on infrastructure in upcoming months. The letter addressed and outlined six goals that are critical to any comprehensive bill:

1. Increasing direct federal investments, in a broad range of infrastructure sectors over 10 years to achieve a \$1 trillion investment;
2. Complements and strengthens existing tools, such as municipal bonds, that successfully deliver infrastructure

- investments at the federal, state, and local levels;
3. Facilitates opportunities for private investment in U.S. infrastructure;
4. Creates efficiencies such as accelerating the federal permitting process;
5. Fixes chronic challenges and addresses reoccurring shortages in key federal infrastructure accounts such as the Highway Trust Fund, and;
6. Encourages active participation among all levels of government between the public and private sectors without shifting federal responsibilities because no single partner can deliver a well-functioning, national U.S. infrastructure network driven by a long-term vision and funding stability.

Just as was emphasized in the tax reform, the critical and quite frankly only way that sound infrastructure policy is going to be passed is if it receives bipartisan support and engagement. In early January, a group of Congressional Representatives from both sides of the aisle released a statement addressing this very same issue. Calling themselves the Problem Solvers Caucus Working Group, this bipartisan group of 48 Representatives – comprised of half Republicans and half Democrats - have come together to not only address their commitment to addressing and passing a comprehensive infrastructure bill, but doing so collaboratively, and with colleagues from both sides of the aisle. MACNY has always maintained that bipartisanship is a critical component to the entire democratic process, and recently applauded Congressman John Katko, who is one of the founding members of the group. In a statement made by the Problem Solvers Caucus Working Group addressing the infrastructure policy commitment, MACNY President and CEO, Randy Wolken, gave the following statement of support:

Manufacturers and businesses need an updated and modern infrastructure system to remain competitive in our global economy. Investments in innovative infrastructure advancements will help in our transporting of goods and quality products, allowing our sector to become even stronger and more competitive on a global level. I would like to extend my gratitude to Congressman Katko for his continued support for infrastructure investments on behalf of our region and sector.

MACNY will continue to work with our elected officials, our partner organizations such as the National Association of Manufacturers, and of course our membership, on bringing clear and concise ideas to the table as infrastructure continues to be addressed on the state and national level. If you have any input, questions, or comments on this, please feel free to contact me at kburns@macny.org.



Cindy Oehmigen

Director of Energy and Corporate Services

TANSTAAFL (There Ain't No Such Thing As A Free Lunch)

New York State Reforming the Energy Vision (NYS Rev) is the strategy to help consumers make more informed choices, develop new energy products and services, and protect the environment while boosting economic growth. The goals are to cut greenhouse gas emissions 80% by 2050 (40% by 2030), move to 50% renewable sources by 2030, and decrease energy consumption by 23% from 2012 levels. New York is one of the states leading the way in energy and environmental management. There is a wide variety of NYS initiatives in place to help achieve these goals.

I applaud these initiatives however it is not going to just happen without some effort and patience on everyone's part. Part of the challenge is a common phenomenon when transitioning from one system to another. There is a need to maintain the old system at some level while the new system is being implemented. Ironically the less we depend on the 'old grid' the more it is likely to cost. If you have had the good fortune to project manage a transition, then this will make sense to you.

The day will come when renewables will be able to support the demand. Currently renewables only provide about one-tenth of U.S. energy consumption. Increasing this penetration by investing in renewable infrastructure alone doesn't solve a major problem with wind and solar. For now, the ability of renewables to provide consistent, reliable power is not there...not yet. That means we will need to rely on an aging infrastructure to provide some level of power to supplement renewables – typically hydro, fossil fuels, and nuclear.

Effective storage, once perfected (efficient, practical, and cost effective), is certainly a consideration. We're not there...not yet. Investment in research and development, and ultimately infrastructure of some sort, will be required.

A combination of other renewables that can respond to the intermittent need is also a possibility (Geotherm, Bio-fuels, Hydro). I imagine that combination will vary greatly, depending on location of the demand. Surely what makes sense for Upstate New York will not be the same as downstate, or say, Phoenix, AZ. Again, there will be a requirement to invest in infrastructure.

Couple this with the ever-increasing demand due to economic growth. More manufacturing state side is incredible and long time in coming, but it can't help but strain an aging power grid.

Suffice it to say, regardless of how cheap the energy commodity is (which negatively impacts investment ROI in renewables) or which power combination we pursue, there is an inevitable need to invest in our current grid system. Be prepared to participate. Determining the balance between existing and new infrastructure, versus research and development will be the challenge.

For more details on REV you can visit:

<https://static1.squarespace.com/static/576aad8437c5810820465107/t/59552d90ccf210e0561cd940/1498754452289/REV-fm-fs-1-v7.pdf>

For deeper discussion on renewables, go to:

<https://www.nytimes.com/2017/06/20/business/energy-environment/renewable-energy-national-academy-matt-jacobson.html?ref=energy-environment>

APPRENTICESHIP UPDATE



Martha Ponge
Director of Apprenticeship

Now is The Time to Get Students Interested in STEM

Last month I asked the MACNY community if we were starting too late to try and get students interested in careers in STEM and specifically manufacturing. I got several responses about high school and middle school efforts and inquiries regarding information on how companies can become involved with the schools in their own communities. Although I was encouraged by the response, it still seems to me that we as a community of families, not just companies, need to make some strides to help this process along.

I recently came across a diagram that showed that along the pathway from kindergarten to college we lose over 50% of the available students, most of whom self-selected out of STEM careers by the 8th grade. So again, I ask myself, are we starting too late?

My efforts towards spanning the gap between high school and a career in manufacturing may be getting sabotaged way before I even start to address it.

I tried to think about how I myself, as an engineer, got interested in pursuing a STEM degree. What kept me from losing interest by the time I got to high school? I know my dad who was a dentist played a role. He taught me to be curious and to think about how things related to one another. He was a great mentor to me and my siblings. I know that as a whole, having mentors be part of the education equation is a big part of keeping kids interested. MACNY and PEB continue to address this by playing roles in P-TECH at the high school level and Enterprise America at the elementary school level. I feel we make a big difference in this realm.

I know it wasn't just my dad and curiosity, but I also attribute my elementary school library and its abundant supply of

biographies to my unwavering interest in STEM. The nuns made us borrow a book every week and report back on our reading. I learned to love STEM by living vicariously through entrepreneurs and inventors I learned about in books. They gave me the opportunity to imagine myself in those kinds of jobs.

Last year, STEM magazine came out with a list of top reads for STEM and I thought I would share them. This is an easy way for all of us to address the drop off of STEM curious kids – put a book in their hand.

Buy a book for a classroom or library in your local school district. Better yet, offer to go in to a class and read to them.

The complete list can be found at <http://static.nsta.org/pdfs/2018BestSTEMBooks.pdf>

A few of the books that I enjoyed most from the list for primary school are:

Ada Lace Sees Red by Emily Calandrelli with Tamson Weston. This is the story of a little girl struggling with an art project because she is color blind.

Caroline's Comets by Emily Arnold McCully. This book has both STEM problem-solving and illustrates the societal barriers that used to exist for women in astronomy.

For young readers, a couple of the most interesting titles were:

Music of Life by Elizabeth Rusch. This book chronicles the invention of the piano and integrates music and science to interest children in fields not always considered STEM.

Warcross by Marie Lu Penguin, uses STEM challenges within the world of competitive, online gaming and virtual reality technology to encourage and develop inquisitive problem-solvers.

Elon Musk and the Quest for a Fantastic Future, in the Young Readers' Edition, by Ashlee Vance shows the growth of an innovator and includes excellent examples of his failures, testing, and many iterations that led to his ultimate success.

I hope you can take a minute to look at the whole list and find a way to share even one with a STEM curious kid in your own life.

MORE WITH PRINT

Dupli launches MoreWithPrint.Com

Printed Business Envelopes Business Stationery Marketing Materials
Stik-Withit® Products Invitations Fridge Strips™



Keep Your Print Local.

Set-Up Your Account Today

Design, Upload Files and Order all Online at MoreWithPrint.Com

Call 1 800-937-6535 for More Information



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...

February 8 March 8 April 12

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

WELCOME OUR NEW MEMBERS...

Acrolite, Inc.

Acrolite Fiber Optic Lighting and Sensing was founded in 1994 to service medical and industrial needs as an OEM manufacturer of fiber optic lighting and sensing systems and assemblies. Acrolite manufactures high transmission glass fiber.

Visit them at: <https://www.acrolite.net/>

Aquarii, Inc.

Aquarii, Inc. is a premier designer and manufacturer of customizable LED lighting fixtures that are nationally distributed primarily for entertainment, academic, and religious venues.

Visit them at: <http://aquariitech.com/>

G4S Compliance & Investigations

G4S secures people, property, and assets by understanding and mitigating security risk. They offer a suite of products and services, including risk consulting and investigations, system integration, security software and technology, and security professionals.

Visit them at: <http://www.g4s.us/en/products-and-services/investigations>

PeakMarket Consulting

Peak is a business consultancy focused on reviving momentum and rebuilding topline growth through effective go-to-market strategies.

Visit them at: <https://peakmarketingconsulting.com/>



Patty Clark
HR Services Manager

New Year's Resolutions - How to Increase Your Chances of Success

A New Year's resolution is defined as "a tradition, most common in the Western Hemisphere but also found in the Eastern Hemisphere, in which a person resolves to change an undesired trait or behavior, to accomplish a personal goal or otherwise improve their life."

Every year I tell myself, starting January 1st I am going to start the year off on the right foot, save more money, lose a few pounds, and exercise more. After a couple of weeks I find that I have already failed at most if not all of the promises I made to myself. But I am not alone. According to a report in the Huffpost, only 8% of people actually keep their New Year's resolutions.

Usually it is because the resolutions are too big, rather than small achievable changes. To increase your chances of success, set a single clear goal. Instead of saying I want to lose weight or save money, set a goal to lose a pound a week, or save \$100 a month. Don't resolve to lose 100 pounds or save \$25,000 a year, that will only set you up for failure. Set resolutions that you want to achieve, not what others think or what you think others feel you should change. Setting up large, unrealistic goals is probably why only 8% of people actually keep their resolutions past January.

Setting up a few strategies will help improve your odds of success. If you are trying to lose weight, plan out your meals ahead of time or consider changing your route around the office, don't pass by the desk that has candy or the kitchen where food is often left out to graze. Working towards your goals can also be successful if you work towards them with someone else – find a buddy and hold each other accountable. If you are trying to save more this year, have the money automatically transferred into an account, after

a while you won't miss it! Don't worry about the small failures, work towards small successes. Don't set yourself up for failure, set yourself up for success.

Like most people, this article might find you disappointed because you were unable to keep your resolutions. But fear not, it is not too late to be successful. You can either adjust and restart your original resolution or maybe find a resolution that isn't such a drastic outward change, something that improves the way you feel inside and how you approach your life. I'll close this article by giving you a few smaller, reflective type resolutions to consider for 2018.

- Less talking, more listening
- Less planning, more doing
- Less complaining, more encouraging
- Less worrying, more hope
- Less doubting, more believing
- Less frowning, more smiling
- Less weakness, more confidence
- Less hate, more love
- Less ungratefulness, more gratitude

Sources:

<https://www.nytimes.com/2017/12/18/smarter-living/how-to-stick-with-new-years-resolutions.html>

https://en.wikipedia.org/wiki/New_Year%27s_resolution

<https://www.pinterest.nz/pin/249668373066303378>
https://www.huffingtonpost.com/entry/new-years-resolutions-psychology_us_5862d599e4b0d9a59459654c

Hot Off The Line

Q - I have my health insurance through my husband's place of employment. It is a high deductible plan with a Health Savings Account (HSA). Can I have a Healthcare Flexible Savings Account (FSA) through my place of employment?

A - No, you cannot have a regular Healthcare Flexible Savings Account (FSA) because you are on the high deductible plan with a Health Savings Account (HSA) for medical expenses through your husband. Instead you are allowed to have a Limited Purpose Flexible Savings Account (LPFSA) which can only be used for dental and vision expenses, not medical.

HR Stats & Facts

- Over the past 20 years, the volume of employees who have worked at least partially by telecommuting has quadrupled and now stands at 37%. *Source: Forbes.com*
- The average person in Europe works 19% less than the average person in the U.S. *Source: EBN*
- Fifteen minutes in the cold has the same effect on your metabolism as an hour of exercise. *Source: Better Homes & Gardens 12/2017*
- Approximately 11,000 people go to the hospital each year from an injury caused by shoveling. Avoid the strain by stretching, lifting with your legs, and pushing the snow instead of lifting it. *Source: Better Homes & Gardens 12/2017*

DID YOU KNOW?

If you are a first-tier government contractor with \$50,000 or more in federal government contracts and 50 or more employees at one location; or, a second-tier government contractor (supplies to a first-tier contractor) with \$50,000 or more in contracts and 50 or more employees at one location you are required to have an Affirmative Action Plan. MACNY can audit your plan, rewrite it, or create one for you as well as complete your Adverse Impact. If you are interested in receiving a quote or would like additional information please contact Patty Clark, HR Services Manager at 315-474-4201 x 10 or pclark@macny.org.

CPI

Wage/Clerical	November	October	Pt. Chg. (Mo.)	% Chg. (Mo.)	% Chg. (Yr.)
1967=100	716.9	716.6	0.3	0.0%	2.4%
1982-84=100	240.7	240.6	0.1	0.0%	2.3%
Urban					
1967=100	738.9	738.9	0.0	0.0%	2.2%
1982-84=100	246.7	246.7	0.0	0.0%	2.2%
Unemployment Rates					
November - Onondaga County: 4.7; Metropolitan Syracuse Area (MSA): 5.1					



The Manufacturers Association

Ready to start?
Contact Julianne Pease at
jpease@macny.org

MACNY

INDIVIDUAL

MEMBERSHIP

WHAT MAKES INDIVIDUAL MEMBERSHIP DIFFERENT?

Think of MACNY Individual Membership as a full professional development toolkit that brings together all the benefits of networking, relationship building, online learning, and classroom style learning.

Individual Membership serves as an All-Access Pass to MACNY Council Programs allowing you to attend all council programs throughout the year. Additionally, Individual Members receive access to certain training offerings at no cost, discounts on Open Enrollment Training, discounts on special events, and access to an exclusive mastermind group discussing John Maxwell's book "The 21 Irrefutable Laws of Leadership."

COMPARISON

Single Council Membership
Access to one MACNY Council
\$60 per council, per year

Individual Membership
Access to ALL nine of MACNY's Councils
Access to a Skillsoft Knowledge Center
Discounted Open Enrollment training
\$189 per year

NEW! "THE 21 IRREFUTABLE LAWS OF LEADERSHIP" MASTERMIND GROUP

MACNY will now be offering Individual Members exclusive access to a monthly mastermind group based around John Maxwell's book "The 21 Irrefutable Laws of Leadership." The group will be led by Certified John Maxwell Team Coach and MACNY Chief Leadership Officer, David Freund. Each month the group will meet to discuss 1-2 laws. Come prepared to discover leadership as seen through the eyes of this New York Times bestselling author and INC Magazine's and the American Management Association's number one leadership guru. This offering (valued at \$400) is available at no cost to MACNY's Individual Members.

Ready to start? Contact Julianne Pease at jpease@macny.org



David Freund
Chief Leadership Officer

It's February, how are you doing?

So how are the New Year's resolutions coming? Are you one of the 8% who actually keep the resolutions you've set? Are you still on track with your goals? Goal setting and achievement is a scary process, and for that reason, most people don't even try. Only 3% of adults write their goals down. I have often shared with my classes that a goal you never write down is simply an idea and not a goal at all. Let's assume for the sake of space in this article that you already have a well-defined goal. So, what can you do to increase the success rate?

Don't go it alone - In VitalSmarts' Change Anything program, we learn that there are accomplices and friends who either hinder or help us in making desired changes in our lives. When approaching goal setting, we need to apply the same skills. Who in your life can and will help you achieve your goals? Are there people in your life that may actually be working against you? Not intentionally perhaps, but they still may be working against you. Do you have a thinking partner, coach, or mentor in your life? Most people try to keep their goals a secret for fear that they will look bad when they don't achieve the goal. What they fail to realize is that the process of bringing others in and discussing their progress dramatically increases the likelihood that the goal will be achieved.

Use Activation Triggers - By definition, an Activation Trigger is event-driven so when an event occurs, the corresponding trigger is activated. The trigger determines the desired subsequent event that occurs. I first learned about Activation Triggers from Michael Hyatt. Michael explains it this way, "By anticipating whatever behavior contingencies or obstacles we might face, we can cue the desired response." Rather than rely on willpower, which is likely to fail, we build in a contingency plan that says if "X" occurs then we do "Y." According to Heidi Grant Ph.D.

Senior Scientist at the Neuroleadership Institute, after 200 studies it was determined that the if-then planners are 300% more likely to reach their goals. Here are a few examples of using Activation Triggers.

I have a coaching client who struggled to disconnect from work at the end of the day. He has a wife and three small children, and he always seemed to be consumed with work when he should have been fully present with his family. I asked him a few questions, and he developed a routine to shut down his work life before going home. The plan is simple, at 4:30 PM a reminder pops up that he needs to shut down for the day. He then proceeds to review outstanding emails, return any necessary calls, and plan his agenda for the next day. Once completed, he can go home and enjoy the time with his family. His Activation Trigger is the reminder to start the shutdown. His response is to follow his routine. New neuro pathways are established to create a success habit of shutting down the day in a productive way, rather than going home stressed.

Another good example is the "do not disturb" functions on our smartphones. I am a person that struggles with disconnecting in the evening. During a training session at a member company, one of the attendees suggested that I activate the "do not disturb" feature on my iPhone between 7:30 PM and 7:30 AM. So simple and yet so powerful. I let the technology help me with my if "X" then "Y." If it is between 7:30 PM and 7:30 AM only my family's calls will come through. No emails or alerts, just family calls.

So how about you? Will you try to go it alone or will you allow others and systems to help you achieve your goals? For additional tips listen to The Next Page podcast episodes 28, 29 & 30 (available on Apple's Podcast app and Google play) where Marisa and I talk about goal setting.



Joe Vargo

Executive Director

Partners For Education & Business

CNY Technology Sector Companies Provide Networking & Internship Opportunities to CNY STEM Scholars

On January 4th, another networking opportunity for former applicants of the CNY STEM Scholarships took place at Lockheed Martin. The CNY STEM Hub, Partners for Education & Business, Inc. (PEB), and 10 Tech Sector companies hosted an informational event for college students that included networking, speed interviews, a panel discussion of the “Dos and Don’ts of the Hiring Process,” and a resume workshop.

Greg Larioni, V.P. and General Manager of Radar Sensor Systems (RSS) at Lockheed Martin, welcomed the students and provided them with tips about securing internships and employment opportunities. Greg stated, “Events like these are really important not only for students but for us, as well. There are great job opportunities here at Lockheed Martin Syracuse. We want to make sure that we are reaching out to local students to encourage them to pursue STEM careers as these individuals are critical to the success of high technology companies in Central New York.” SRC’s Corporate Communications Director, Lisa Mondello, followed with an overview of the day’s agenda and explained to the students how companies involved in the CNY Technology Sector, as well as many others from the CNY area, have more STEM-related job positions to fill than there are candidates for. PEB’s Executive Director, Joe Vargo, illustrated how they all became part of the STEM Scholar Connection due to their previous application for

a CNY STEM scholarship and how they will continue to receive invitations to future networking events in an effort to help them secure internships and jobs and to keep their talent here in their home state.

Approximately 50 top-achieving college students, ranging from 1st – 4th year in undergraduate studies, participated in speed interviews with representatives from the CNY Technology Sector companies. Most of the companies had job openings and/or internships in Electrical, Mechanical, Chemical, Biomedical and Civil Engineering as well as Computer Science, Cybersecurity, and Environmental Science. A panel of Human Resource professionals and newly-hired young professionals spoke to the students about how to best present yourself to prospective employers. Michelle Leombrone, HR Business Partner from Lockheed Martin, facilitated. Dan Blanding, Operations Manager from Lockheed Martin, and Brittani O’Connell, Hiring Manager from SRC, Inc., conducted the panel discussion and Ben Roers, from the Leadership Development Program at Lockheed Martin spoke about his experience as a new hire, delivering relatable information in a dialogue titled “My Perspective.” The students had an opportunity to ask questions about securing internships and employment, interviewing skills, etc.

In addition to the useful workshops and networking opportunities, students were provided a hearty lunch and had a chance to win one of many prizes donated by attending companies.

Many thanks to the participating CNY Technology Sector companies: Carrier Corporation, C&S Companies, INFICON, King + King Architects, Lockheed Martin, MITRE Corporation, National Grid, NYS DEC, SRC, Inc., and United Radio.



Greg Larioni, V.P. and General Manager of RSS at Lockheed Martin, welcomes the CNY STEM Scholar Connection students to the January 4th networking/internship event.

P-TECH Update

Auburn P-TECH Students Visit Xylem

On December 7, Auburn P-TECH Freshmen visited Xylem for an industry tour. The students learned that Xylem's mission is to solve water problems from agriculture and irrigation to commercial buildings and construction. One of the products that Xylem makes at their Auburn facility is water pumps for both home and business use. Before the tour, the students were given a presentation and a chance to look at all the products Xylem produces onsite. After the presentation, the students were given some personal protection equipment and were taken on the tour. Their first stop was the shipping department and the first thing they noticed was how efficiently and quickly products were being moved from the shelves to the scanners.



Xylem focuses on getting the product to the customer in a timely manner so having the product in stock is a must. One of the other interesting parts of the tour was that the students were able to see technicians assemble a customized pump. Our guide explained that in order to make the pump easy to install for customers, Xylem assembles the pump at the factory and packages the product, so when it reaches the customer, the product is ready to be used as soon as it is installed. Another point that was emphasized to the students was that in order to make a good product, great care must be taken during the production process. The staff at Xylem feel that not only should the product work, but it should be of high quality. Thank you, Xylem for a great visit!

Syracuse P-TECH Students focus on Workforce Preparation

A new workforce preparation activity was instituted on January 8th for the entire Junior class of P-TECH students as well as some of the Senior class. The students first submitted resume-type information and had their pictures taken which will be used for a portfolio to be sent to participating business partners who may have openings for summer employment, part-time employment, or unpaid internships.

After opening remarks, the students were divided into three groups. Each group rotated through various sessions led by HR professionals. The "Dos and Don'ts of Interviewing" was directed by Heather Dera of CXTec; "Resume Writing Tips and Reviews" was conducted by Katelin Arnold from the SHRM Diversity Council; and "Interview Preparation/Use of Social Media" was headed by James Branche of United Radio. These workshops will prepare the students for a Job and Career Fair that will take place at the school on May 23rd, as well as for job/internship postings that will be submitted by companies offering these opportunities. Mayor Ben Walsh and SCSD Superintendent Jaime Alicea briefly visited each workshop and discussed with Bob Leslie, Director of CTE Programs at SCSD, the progress of the P-TECH Program. Mayor Walsh also heard a success story from P-TECH Senior Robert Felder regarding how he gained employment opportunities with United Radio because of the P-TECH Program's connections with the business community.



Month at a Glance... FEBRUARY

- 1 ISO 9001:2015 Transition Implementation**
Time: 8:30 AM - 4:30 PM (lunch provided); Cost: \$395 per MACNY Member (\$355.50 per Individual Member) / \$595 per non-MACNY Member; Facilitator: Tara McInerney
- 1 HR Council: Immigration, Visa Options, Etc.**
Time: 8 AM: Networking and Registration, 8:30 - 10 AM: Presentation; Cost: No cost for HR Council Members and Individual Members / \$40 per non-HR Council Member; Presenter: Ramon Rivera, Attorney with Mackenzie Hughes; Note: This event will be submitted for 1.5 credits from HRCI & SHRM
- 2 Project Management**
Time: 8:30 AM - 4:30 PM (lunch provided); Cost: \$350 per MACNY Member (\$315 per Individual Member) / \$550 per non-MACNY Member; Facilitator: Patrick Penfield, Syracuse University
- 2 “The 21 Irrefutable Laws of Leadership” Mastermind**
This event is exclusive to Individual Members. To register or learn more contact Marisa Norcross at mnorcross@macny.org.
- 7 Change Anything**
Time: 8:30 AM - 4:30 PM (lunch provided); Cost: \$595 per MACNY Member (\$535.50 per Individual Member) / \$795 per non-MACNY Member; Facilitator: David Freund, Chief Leadership Officer, MACNY
- 7 The 7 Basic Quality Control Tools + 2 (2-day training)**
Dates: 2/7 & 2/8; Time: 8:30 AM - 4:30 PM (lunch provided); Cost: \$695 per MACNY Member (\$625.50 per Individual Member) / \$895 per non-MACNY Member; Facilitator: Cindy Oehmigen, Director of Energy and Corporate Services, MACNY
- 8 Making Today Matter**
Time: 8:30 - 10:30 AM; Cost: \$99 per MACNY Member (No cost for Individual Members) / \$195 per non-MACNY Member; Facilitator: David Freund, Chief Leadership Officer, MACNY
- 8 Maximize Your MACNY Membership**
Time: 9 - 10 AM; No cost
- 9 ISO 9001:2015 Internal Auditor (2-day training)**
Dates: 2/9 & 2/12; Time: 8:30 AM - 4:30 PM (lunch provided); Cost: \$650 per MACNY Member (\$585 per Individual Member) / \$850 per non-MACNY Member; Facilitator: Tara McInerney
- 13 HR Breakfast Briefing - Hot Topics in Labor and Employment Law**
Time: 8 AM: Networking and Registration, 8:30 - 10 AM: Presentation; Cost: \$25 per MACNY Member / \$35 per non-MACNY Member; Presenter: Chris Harrigan, Attorney with Barclay Damon; Note: This event will be submitted for 1.5 HRCI and SHRM Credits
- 13 5S and Visual Workplace**
Time: 8:30 AM - 12:30 PM; Cost: \$195 per MACNY Member (\$175.50 per Individual Member) / \$395 per non-MACNY Member; Facilitator: Cindy Oehmigen, Director of Energy and Corporate Services, MACNY
- 14 Finance Council: Understanding The Complexities of Tax Reform**
Time: 8 AM: Networking and Registration, 8:30 - 10 AM: Program; Cost: No cost for Finance Council Members and Individual Members / \$40 per non-Finance Council Member

Month at a Glance... FEBRUARY

15 Forklift Operator Safety: Train the Trainer

Time: 8:30 AM - 3:30 PM (lunch provided); Cost: \$300 per MACNY Member (\$270 per Individual Member) / \$500 per non-MACNY Member; Facilitator: Dave Bennett, Thompson and Johnson

15 Coaching and Mentoring for Success

Time: 8:30 - 10:30 AM; Cost: \$99 per MACNY Member (No cost for Individual Members) / \$195 per non-MACNY Member; Facilitator: David Freund, Chief Leadership Officer, MACNY

15 Factory Managers Council, Safety Council, Quality Professionals Council, and Plant Engineers Council Tour of WestRock - Camillus

Time: 4 PM (dinner to follow); Cost: \$25 per council member and Individual Member / \$65 per non-council member; Location: WestRock, 100 Southern Drive, Camillus, NY 13031

16 Technology Council and Business Development Council: Drones Everywhere

Time: 8 AM: Networking and Registration, 8:30 - 10 AM: Presentation; Cost: No cost for Business Development Council Members, Technology Council Members, and Individual Members / \$40 per non-council member; Location: Syracuse University Center of Excellence, 727 East Washington Street, Syracuse, NY 13210; Presenters: Greg A.M. Hale, Hale Technology in Practice; Mark Daily, United Radio; Kip White, United Radio.

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



MACNY's 105th Annual Dinner Thursday, May 24, 2018 SRC Arena and Events Center

5:00 PM - Cocktail Reception and Networking

6:00 PM - Program and Panel

7:00 PM - Dinner and Awards

Sponsorships Available!

For sponsorship information, contact Cindy Nave

at cnave@macny.org or 315-474-4201 x11

\$850 for a table of 10 / \$90 per person

RSVP by May 16, 2018

Come celebrate with us!

www.macny.org



5788 Widewaters Parkway
 Syracuse, NY 13214
 www.macny.org

Non-Profit
 U.S. Postage
 PAID
 Permit No. 4015
 Syracuse, NY

MACNY STAFF EXTENSIONS
 (315) 474-4201



RANDY WOLKEN, EXT. 15
 President & CEO



CINDY NAVE, EXT. 11
 Chief Operating Officer



KARYN BURNS, EXT.13
 VP, Government Relations & Communications



MARISA NORCROSS, EXT. 22
 Member Relations & Communications Manager



JULIANNE PEASE, EXT. 19
 Membership Coordinator



MARTHA PONGE, EXT.16
 Director of Apprenticeship



MEGHAN MCBENNETT, EXT. 18
 Apprenticeship Coordinator



DAVID FREUND, EXT. 20
 Chief Leadership Officer



HILARY HEXT, EXT. 24
 Training Manager



CINDY OEHMIGEN, EXT. 14
 Director of Energy & Corporate Services



PATTY CLARK, EXT. 10
 HR Services Manager



MARY ROWLAND, EXT. 21
 Controller



ARLENE HILTBRAND, EXT. 17
 Operations Coordinator



ANDREA RICCELLI, EXT. 25
 Accountant

**PARTNERS FOR EDUCATION
 & BUSINESS (PEB) STAFF**
 (315) 448-1012



JOE VARGO
 Executive Director



KATHY BIRMINGHAM
 Work-based Learning Coordinator



JASON BJORK
 P-TECH Business Outreach
 Coordinator



YAEL MILLER
 CNY STEM Program 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.