

MANUFACTURING MATTERS

MACNY to Recognize Member Companies Celebrating Milestones at 105th Annual Dinner

Each year at our Annual Dinner celebration, we like to take a moment to recognize our member companies celebrating exciting milestone anniversaries. This year we will be honoring the following companies on May 24th at the SRC Arena and Events Center. Congratulations on your anniversary and we wish you many more years of success!

100 Years

Young & Franklin Inc.



75 Years

Babbitt Bearings, Inc.
D-K Manufacturing
Ruston Paving



50 Years

C&S Companies
Clinton's Ditch Cooperative Company, Inc.
Fluid Power Sales, Inc.



25 Years

Partners for Education & Business, Inc.
Riverhawk Company
Oneida Air Systems
Maine Employer Mutual Insurance Company (MEMIC)



Inside This Issue:

Page 3 | President's Message:
We Need to Continue to Grow Manufacturing

Page 4 | Government Relations:
Statewide Manufacturers Attend Manufacturing Lobby Day in Albany and Advocate for Tax Cuts for Manufacturers and Businesses

Page 5 | Corporate Services:
Programs to Promote Member Business Growth

Page 6 | Apprenticeship Update:
Meet the Coordinators

Page 8 | HR Solutions:
Asking For Help

Page 10 | Leadership Development:
Is It Time For A Reset?

Page 11 | Mentorship:
Coach or Mentor?

Page 12 | PEB Update:
**CNY Innovation Challenge
P-TECH Updates**

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Randy Wolken
President & CEO

We Need to Continue to Grow Manufacturing

The United States is still one of the leading manufacturing countries in the world and is the “go to” developed nation for manufacturing. We must do everything we can to encourage the growth of all forms of manufacturing in our country. Local, state, and national policies are needed so that our nation smartly supports manufacturing investment and job growth.

Trade policy is one of the critical discussions we must have. We need to create policies that provide for fair trade and advances the needs of our domestic manufacturers that operate in global markets. U.S. manufacturers need to be able to compete fairly with other manufacturers in global markets, sell their products in foreign markets, and grow their operations and production here in the United States.

We recently witnessed an improvement in tax policies for manufacturers at the federal level. We must have tax policies that create incentives for investment and job creation in this country. Our corporate tax rates were some of the highest in the world. Small manufacturers were paying at individual rates that were some of the highest rates in the history of our country. The current reform certainly helped. However, we will need to continue to encourage a comprehensive approach to our tax policies to facilitate additional manufacturing investment and job growth.

We also need our political leaders to both understand and support public-private efforts such as the Export-Import (Ex-Im) Bank. The Ex-Im Bank has been in existence for over 80 years. It has expanded export markets for U.S. products around the world. If we are to compete with 70 other countries that have export credit agencies of their own, we need the Ex-Im Bank. For manufacturers, trade is an opportunity to access the 95% of customers who live outside the United States, and we need every tool available, such as the Ex-Im Bank, to compete on a level playing field.

Recently, the National Association of Manufacturers (NAM) President and CEO Jay Timmons sent a letter to each member of the U.S. Senate regarding the departure of the Ex-Im Bank’s final sitting board member, Scott Schloegel, urging senators to approve President Trump’s four stalled nominees to the board without delay.

Since mid-2015, the Ex-Im Bank has been operating well below capacity and has been unable to consider loans greater than \$10 million. As a result, countries in Europe and beyond have been luring U.S. manufacturers to set up overseas to take advantage of foreign export financing because the U.S. system is effectively broken. Manufacturers in the United States have lost billions of dollars in deals that the Ex-Im Bank could have helped secure. The lack of a functioning Ex-Im Bank is a serious economic problem that can be easily solved given the strong bipartisan support for confirmation of the four Ex-Im Bank nominees. Manufacturers want to see holds on these nominees lifted and swift action to move these nominations to the floor for consideration as soon as possible.

And finally, we need to continue to find ways to reduce the cost of doing business here in New York State and in our country. The cost of doing business is continually rising, the regulatory burden is significant, and health care costs are increasing. This negatively impacts manufacturers and their ability to compete globally, thrive here in the U.S., and grow our local and national economies.

MACNY and its members are committed to promoting manufacturing and business growth and prompting our political leaders to lay out their plans for robust growth in manufacturing here in the U.S. Doing so will enhance our region’s and nation’s current and future economic growth and sustainability.



Karyn Burns

VP, Government Relations & Communications

Statewide Manufacturers Attend Manufacturing Lobby Day in Albany and Advocate for Tax Cuts for Manufacturers and Businesses

On March 26th, over 45 statewide manufacturing executives and employees joined us in Albany for our annual Manufacturing Lobby Day. Each year, our Lobby groups break up into four focus areas, enabling us the opportunity to discuss with statewide elected officials about critical areas in need of attention on the State level. This year, our groups were broken down into Economic Development/Taxes, Workforce Development, Labor Law and Energy & Telecommunications.



Also as part of the event, Alliance members were hosted by Albany region manufacturer Momentive Performance Materials for a Government Relations Executive Speaker Series, with special guest State Senator Tom O'Mara. Guests were given a tour of the expansive manufacturing facility and the event concluded with a roundtable discussion with Senator O'Mara on issues pertinent to the manufacturing sector.

One of the key issues that MACNY was advocating for was around eliminating the corporate franchise tax for pass through entities. In November 2017, the Manufacturers Research Institute of New York State, the policy and research arm of the Manufacturers Alliance, commissioned a study by the Beacon Hill Institute that specifically determined the economic effects of extending the zero-percent PIT rate to income from manufacturers organized as pass throughs. After releasing the study, Senator O'Mara and Assemblyman Al Stirpe introduced the bill. Our Lobby Day was centered around this critical piece of policy, and will continue to remain our leading issue in the upcoming months. If you would like to learn more about our efforts from Lobby Day, as well as our continued advocacy efforts in the remaining part of session, please visit our website or e-mail me at kburns@macny.org.





Cindy Oehmigen

Director of Energy and Corporate Services

Programs to Promote Member Business Growth

March and April were months of information sharing. Three areas of interest were the focus of this information sharing: Energy, New York State Funding, and Continuous Improvement. Each provides opportunities for business growth for MACNY members.

Our members were given the chance to learn about several energy related programs at the Energy Breakfast hosted by MACNY on March 13th. Representatives of NYSERDA, National Grid, and NYSEG were featured to explain what their respective programs are, how to qualify, and the application process. A number of case studies were highlighted to help members think about ways to leverage the programs. Some special thanks go out to the speakers: Rich Rappa and Stacy Sabo from NYSERDA, Renee Devine from National Grid, and Dustin Broderick from NYSEG.

If you were unable to attend, we are pleased to offer access to the program content on the MACNY website <https://www.macny.org/2018-industrial-energy-event-featuring-nyserda-national-grid-and-nyseg-materials/>.

On April 3rd MACNY hosted a public educational session on the New York State Consolidated Funding Application (CFA) process. This included eligibility, what projects are appropriate, and the steps to prepare for the next open enrollment period due to begin late spring. MACNY Members and other guests were provided with a complete explanation of the various programs under Empire State Development (ESD) Grant Funds and the Excelsior Jobs Program. Since last year a “Potential Project” form has been added to help companies improve their success rate. Through this two-page form, the potential applicants are encouraged to frame their intended project, submit to ESD, and receive feedback prior to CFA submission. Central New York has been fortunate to lead all regions in the amount of assistance awarded. It is the intent of our Regional Economic Development Council to continue that track record.

If you were unable to attend this session, the program slide deck is posted on the MACNY website: https://www.macny.org/wp-content/uploads/2018/04/Potential-Project-Presentation_Spring-2018.pdf. The “Potential Project Form” can be found here: <https://regionalcouncils.ny.gov/sites/default/files/2018-04/CNY2018PotentialProjectApplication.pdf>.

And lastly, with two Continuous Improvement Council events under our belt, we are excited about the success of this Council. Two MACNY Member companies have hosted 35-40 people for a tour and feedback session featuring best practices in Continuous Improvement methodology. Thank you to Marquardt Switches and The Raymond Corporation for opening your doors and working to improve our manufacturing community. Attendee response has been very positive and we look forward to rounding out the season with a tour of Vopli in Auburn for May and Byrne Hollow in Cortland for June. We welcome members to join us and see what this new council is all about. Plans are already underway for next council season. Watch for the e-mail announcements or visit www.macny.org/events for the latest event information.

If you have any questions or suggestions, please reach out to me at Coehmigen@macny.org

APPRENTICESHIP UPDATE



Jackie Incerto
Intern

Meet the Coordinators

Statewide apprenticeship programs have been expanding across New York State. With the rapid retirement of an aging workforce, manufacturing companies and manufacturing associations have been partnering to come up with solutions. One of those solutions is registered apprenticeship. Programs, such as Manufacturers Intermediary Apprenticeship Program (MIAP) can serve to fill the gap between the employed and the unemployed or underemployed. They can also serve as rigorous training programs for the upskilling of incumbent employees into higher skilled jobs. Apprenticeship programs last one to four years and serve as a stepping stone for individuals looking to join the manufacturing workforce or expand the career opportunities of those already in manufacturing.

As a part of the MACNY sponsored Manufacturers Intermediary Apprenticeship Program, two individuals have begun supporting apprenticeship programs in the Hudson Valley and in Rochester, NY.

Johnnieanne Hansen is the Director of Workforce Development and Apprenticeship Programs at The Council of Industry in the Hudson Valley. Johnnieanne's role was created specifically for her based on her prior experience. She was recruited from a local financial institution where she held a position as a recruiter and training manager. Immediately after starting her position, she recognized that developing an apprenticeship program was critical. Johnnieanne's determination is evident by her enthusiasm and dedication to developing the program. "Everyone is struggling. It's not just about manufacturing. It's about the workforce as a whole. I believe that it's the same responsibility from a company's standpoint as opposed to a workforce standpoint. I know that I am not saving the world, and I know that I am not curing cancer. However, I think that we are creating value and filling a need and it is really helping people. I enjoy the idea of making an impact, and I believe that we can strive to help solve the

problem." The Council of Industry program has over a dozen apprentices and several companies participating in the program. Currently, the program is awaiting final approval from the Department of Labor. Johnnieanne's projects also include working with the marketing team on a PR campaign focusing on jobs and manufacturing in Hudson Valley. To participate in the apprenticeship program at The Council of Industry, visit <http://www.councilofindustryjobs.org>. If you're looking to become an apprentice in the Hudson Valley, visit <http://www.hvmfgjobs.com>.

John Troy started his position with Rochester Technology and Manufacturing Association (RTMA) this past August. With experience in supervising and coordinator positions, he was eager to start a new challenge with RTMA. John has been in the trade business for over 15 years. He states that his passion for trade work is engrained in him. He believes that manufacturing is an important part of New York State's economy, and as long as we generate the interest in people to participate in these programs, we can keep the economy afloat and our businesses alive. To date, John devotes his time to focusing on expanding trades and brainstorming possible solutions. "We are at a critical place right now, with a large majority of long term highly skilled employees retiring. It is evident that there is a shortage of workers to fill their spots. Many of the small to medium sized businesses that have been around for decades could face a negative outcome from the shortage of employees." However, despite this challenge, interest in the program has skyrocketed. RTMA's goal was to have thirty apprentices by July. Eight companies have signed up since August, and John is currently in negotiations with an additional three companies. Since the unveiling of the program in September, RTMA has been the center of attention. RTMA currently has thirty-seven apprentices and expects to have over forty by July. "The focus right now is the intermediary approach which increases awareness and participation while encouraging companies to sign up." When asked where he sees the program in five years he responded that he would like to see New York State's economy grow. "In the past, I couldn't see myself going to college. Not everyone is meant for college. What makes these programs special is the fact that people like me are dedicated to providing individuals with other options. That is why this work is fulfilling."

Join us next month to meet our coordinator partners in Albany and The Southern Tier.

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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...

May 10 June 14 July 12

Please contact Julianne Pease at jpease@macny.org or 315-474-4201 ext. 19 to sign up for any of our upcoming sessions!

MACNY, THE MANUFACTURERS ASSOCIATION PRESENTS...

21ST ANNUAL GOLF TOURNAMENT

Members and Guests of Members Welcome to Play!

MONDAY, JULY 23

Registration & Lunch at 11:30 AM
Shotgun Start at 1 PM
Cocktails, Hors d'oeuvres, and Awards at 6 PM

Bellevue Country Club
1901 Glenwood Avenue
Syracuse, NY 13207



Sponsorships available now. Team registration opens May 1.

For more information or to register, visit macny.org/event/21st-annual-golf-tournament



Patty Clark
HR Services Manager

Asking For Help

This past Easter I attended mass as many people did across the country. We have a new priest and his sermons tend to catch my attention and make me think. My newsletter article was coming due and I have been finding inspiration for them in the strangest places, this time it was at church. The priest was talking about asking for help and not being afraid to ask whether it be with a chore at home or help solving a problem in life. It made me think, what about asking for help at work? Should people be afraid to ask for help at work? How will it look to others, especially your manager or supervisor if you do?

No one wants to admit they need help at work whether it is answering a question from a customer or completing an assignment. People fear it will make it look like they don't know how to do their job, eventually leading to failure. According to Forbes.com there is a right way to ask for help at work without being annoying. Start by exploring all solutions, including the obvious ones. The last thing you want to do is to ask your manager for help and have her respond with, "Why didn't you try X?" It is important to check your list carefully for all solutions even the ones that seem obvious. When you ask your manager for help you'll want to make sure you explain what avenues you have already pursued.

Don't think that you have to solve every problem on your own. Don't torture yourself for hours on end. It is important to try to solve the problem on your own but not to the point where you are spending hours or even days on the issue. There comes a point where you have to admit you can't solve the problem on your own and need help. You may want your co-workers to know how hard you worked to solve a problem or to complete an assignment. Managers may notice the hard work but most do not appreciate wasting time. It is suggested to go by the "Three Strikes" rule.

If you've tried three different solutions and none of them worked it is time to ask for help.

The final approach to asking for help at work is to be careful how you ask for help. If you ask the wrong way people may think you are trying to push the work on them because you don't want to do it. Start out by bringing in a list of possible solutions to your manager or the person you are asking for help. This will show him or her you have given it some thought, that you want to figure out the solution, and haven't given up. You may not know how to go about it but the list will allow you and those helping you to have a conversation and discuss possible solutions.

There are also key times to ask for help. If the instructions are not clear to you, just ask. You don't want to spend time on a project to find out you did it wrong. Find out what the deadline is, you don't want to be late! Timelines and accuracy are important to all of us and that's the challenge. Sometimes help is required to do the job right and on time. The most obvious is to ask for help if you have no idea what you are doing. It might not be easy to admit you need help but you can use this time to learn something new.

Asking for help can not only help solve your problem but will help with team building and create a buy-in for many issues or projects because people like to feel like they contributed by sharing their knowledge and past experiences.

Sources:

<https://content.wisestep.com/important-ask-help/>

<https://www.forbes.com/sites/dailymuse/2012/09/20/the-right-way-to-ask-for-help-at-work/#2687d00f2e44>

Hot Off The Line

Q - We are thinking about hiring a person in the maintenance department that is 19 years old and is working towards her GED. Is there anything that says we can't hire this person because she does not have her GED?

A - Since the potential employee is over the age of 18 that is ok. You should check your job description for education requirements. It would be more of an internal issue if you had required it in the past but are not enforcing that requirement in this case.



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.

Interesting Facts

- Touch stimulates the release of endorphins (the body's natural pain killers). There are approximately 5 million touch receptors in our skin. 3,000 in each finger tip. *Source: Health Initiative health@getthehealthyslc.org*
- Heart disease is the leading cause of death for both men and women. More than half of the deaths due to heart disease in 2009 were in men. *Source: <https://www.cdc.gov/heartdisease/facts.htm>*

C P I

Wage/Clerical	February	January	Pt. Chg. (Mo.)	% Chg. (Mo.)	% Chg. (Yr.)
1967=100	723.8	720.6	3.2	0.4%	2.3%
1982-84=100	243.0	241.9	1.1	0.4%	2.3%
Urban					
1967=100	745.9	742.5	3.4	0.5%	2.2%
1982-84=100	249.0	247.9	1.1	0.5%	2.2%
Unemployment Rates					
February - Onondaga County: 5.6; Metropolitan Syracuse Area (MSA): 6.2					



David Freund
Chief Leadership Officer

Is It Time For A Reset?

It's hard to believe we are a third of the way through the year already. How are you doing with your goals? Are you making the progress you wanted to make? If not, don't beat yourself up. It's not you that failed; it's the system you are using that failed. Perhaps it's just time for a reset. For a reset to actually work, you may need to revisit some basic steps. Let's take a look at a few that might be helpful:

Were you clear on what you wanted? I know this sounds like a simple question, but it is critical that you know what you want. As my friend and mentor, Scott Fay would say "what do you really, really want?" Are your goals something you really, really want or are they something someone else really, really wants. Perhaps the reason you are not making progress toward your goals is that you have chosen goals that really aren't that important to you. Are they goals you are passionate about or are they goals someone else is passionate about? Willpower never lasts. You need to have WHY power.

Are you sure your goals are clear? So you have determined what you really, really want, but is it specific enough. Here are some examples of typical, but lousy goals:

- Get more organized
- Lose weight
- Increase sales
- Reduce costs

You need to get specific. Really specific. Last year I was helping a member company review their goals. The plan was that I would facilitate their quarterly reviews. To kick off the year, I asked each member of the leadership team if they knew what their goals actually meant. I'm sure at first my question sounded very obvious, but as I kept pressing

the issue, details began to surface. In the end, the plant manager was able to work with his team to develop actions and metrics so that all employees knew what to do and could determine if they were moving toward the goal.

Let's take a look at a better list of more specific goals:

- Set up a file system by May 30, 2018 that allows me to handle paperwork only once and file in the appropriate location.
- Lose 10 lbs by June 30, 2018.
- Increase custom molding division sales by 15% in this fiscal year.
- Reduce rework costs by 25% in this fiscal year.

When we aren't clear about what we want, we can't maintain any type of focus. The bottom line is, you need to clarify what it is you want to achieve.

Are your goals exciting? I'm very serious. Are they exciting? Really exciting? The more exciting your goals, the more likely you are to spend the time and energy needed to achieve them. I know what you are thinking, "How can exercise be exciting?" The key is to find ways to make our goals exciting. Find ways to exercise that are enjoyable and fun. Plan special opportunities to be with those you love in an environment where you get exercise. Years ago, I taught my children to snow ski. This gave me the opportunity to get exercise on cold winter days while spending time with my kids. Recently, my daughter sent me a text message thanking me for taking the time and finding the money to teach them to ski. She was now doing the same thing and enjoying time with her young family. Be creative, get out of your comfort zone and have some fun with your goals.

Are they visible? Last year I found myself struggling with my goals as I entered the month of May. When I reflected on what was missing in my plan, I realized my goals weren't visible on a daily basis. I then made a simple vision board that did the trick. Hanging the board next to my desk did the trick. Every day I could see what I was working to achieve.

Looking for more on this topic? Listen in to **The Next Page** podcast episodes 26, 28, 29, 30 and 31. **The Next Page** is available on iTunes, Google Play, and PodBean.



Jim Beckman
Mentor

Coach or Mentor?

When thinking about the C-Suiters of tomorrow, it is often forgotten that there is a difference between developing leaders and developing executives. In many ways, Leadership Development and Executive Development are quite different. The skills required to be an effective leader are among the many that are needed to become an effective executive. Effective executives need to understand and develop a variety of skills such as strategic thinking, marketing and sales, product development, organizational development, lean manufacturing, and working with a board of directors—all while being an effective leader.

At the fundamental level, the focus of a Coach is to help develop leadership skills and a Mentor's focus is on the other skills. Another way to help envision the difference is to say that a Coach teaches us how to think, and a Mentor teaches us how to act. But, perhaps the best summary I have seen is, "A coach has some great questions for your answers; a mentor has some great answers for your questions."

Both Coaching and Mentoring are critical assets for a company's managers to take advantage of. Many large manufacturing companies address these by the nature of their organizational structure. I was fortunate to have some great coaches and mentors during my 40 years at Crucible. Unfortunately today, many companies are either too small or too flat in structure to provide what is needed to effectively develop the next generation of executives.

When perusing the literature, it is evident that a lot has been written and said about the merits and techniques of coaching; mentoring is often an afterthought or considered to be a piece of the coaching lexicon. Fortunately, recent studies both here and in the UK and authors such as Maxwell, Zachary, and Blanchard are helping to make the differences known, especially in the areas of performance versus development, definition of the relationships, and the required skills.

If you have been thinking or are contemplating having a Mentor relationship, reflecting on the following may help.

1. Mentors know what it takes to be successfully, both professionally and "spiritually".
2. A good Mentor can inspire and stretch you, offer connections, develop your "EQ", and not be judgmental.
3. While reading books can give us insights, books alone will not make us successful.

MACNY already has a strong Coaching offering, and recognizes that members also need to have a strong Mentoring process. Stay tuned!

Sources:

www.brefigroup.co.uk/coaching/coaching_and_mentoring

www.forbes.com/site/stevenberglas/2012/02/02



Joe Vargo
Executive Director
Partners For Education & Business

CNY Innovation Challenge

Onondaga Community College served as the venue for the 2nd Annual CNY Innovation Challenge on April 7, a product of the CNY STEM Hub. A total of 16 teams participated from area high schools and middle schools. Each team was allowed 15 minutes to “pitch” their idea, product, or service to a panel of judges. The teams began forming their ideas months ago and had to include data from research, cost factors, intellectual property rights, and answer questions from each of the judges. The Challenge was open to students in grades 6-12. The winners were:



- High school bracket (grades 10-12): First Place: Team Port-o-Cooler from Marcellus (Joshua Boos, Nicholas Rosenboom, and Justin Schoeneck); Second Place: Team HHHM from Syracuse City (Hibatullah Shaalan, Hao Nguyen, Hawa Ahmed, and Maryann Almafrachi); Third Place: Team OCM BOCES from Cortland Campus (Zane Potts and Dakota Kleefeld).
- Middle school bracket (grades 6-9): First Place: Team Switch Swatch from Jamesville-Dewitt (Kasia Kirnie and Nate Bourcy) and Second Place: Team Yiccolls Chair from Fayetteville-Manlius (Kaylee Yang and Reese Niccolls).

Thank you to our judges who took time on a Saturday to hear these ideas from passionate students and provided reinforcing feedback to each team: Guy Blasi, Lockheed Martin; Casey Driscoll, HSM Packaging Corporation; Melissa Kehoe, C&S Companies, Peter Kowalik, Lockheed Martin; Tom Buckley, Retired SCORE Counselor; Maureen Fang, Lockheed Martin; Paul Kowalk, Kowalik Development, LLC; and Laura J. Thorne, Laura Thorne Consulting.

This event would not have been possible without the companies that helped to foster an entrepreneurial spirit and provided inspiration and encouragement for youth to explore STEM; thank you to our sponsors who made this day possible: **AT&T; Bond Schoeneck & King; SRC, Inc.; and Onondaga Community College.**

Syracuse P-TECH's 1st Annual Job/Internship/Career Fair - May 23

Institute of Technology - 258 East Adams St., Syracuse, NY

***Is your company looking for entry-level summer help? Unpaid summer interns?
We have work-ready students prepared to work full-time upon graduation.***

The Syracuse P-TECH Program will be holding its first Job/Internship/Career Fair from 8:15-10:15 am on Wednesday, May 23rd and is recruiting companies. Approximately 50 P-TECH juniors and seniors will be attending. This is a great way to network with students who are pursuing a degree in Mechanical or Electrical Engineering Technology.

For more details or to reserve a table, contact Kathy Birmingham – 315-448-1012 / kathyb@macny.org

Auburn P-TECH: Industry Tour at ZF TRW



On March 22nd, the 9th grade Auburn P-TECH students visited ZF TRW to learn more about the company and the careers they employ. ZF TRW are specialists in automotive safety products such as braking systems, tire pressure systems, and key fobs that not only lock and unlock doors, but also operate panic alarms and open the trunk of your vehicle. The students learned how electrical engineering plays an important role in the continuing development of automotive technologies. TRW works closely with automakers like Toyota and Chrysler to customize products specific to their needs.

As the P-TECH students toured the facility, one of the first things they noticed was how clean the production floor was and how careful the employees were with the products they were manufacturing. Due to the sensitive nature of the circuit boards and electronics, everyone who works on the production floor must wear slippers over their shoes, lab coats, and gloves. Students watched as machines produced and assembled very small parts at a rapid pace— it would take hours for a human with a microscope and tweezers to produce one small circuit board. Due to the growing needs and challenges in the auto industry, ZF TRW pointed out the career opportunities that were expanding in the future. ZF TRW stated the importance of getting an education for long term success in a career. The students were shown their earning potential and position opportunities for a high school degree, 2-year degree, and 4-year degree in order to gain a greater understanding of future employment options.

Solvay High School: Industry Tour at Darco Manufacturing



PEB recently began coordinating some career exploration activities for Solvay High School students. Students enrolled in a Material Handling class visited Darco Manufacturing on March 21st. Several Darco employees explained their jobs in detail, demonstrating the machine that is used in their work. Some of the things they learned and took part in were safety procedures of each work station, milling parts, and how to properly check for quality control. Melissa Menon from Darco pointed out the value of older technologies and how they use them to make precision parts for businesses today. They still use a 1930s manual milling machine and lathe to make special custom precision parts for their clients.

Students then visited Darco's quality control room where they were able to see a shadow machine that magnifies the part's shadow to check for the proper specifications needed by the client. The students also saw a Vision Machine that is used to measure concave objects. The tour concluded after students observed the company's new laser engraving system used for embellishing surfaces on metal or alloys.

Syracuse P-TECH: Industry Tour at HSM Packaging



The Syracuse P-TECH sophomores visited HSM Packaging on Friday, April 6th. HSM Packaging specializes in paperboard folding cartons for products like cookies and snacks that you would find on your grocery store shelf. Most of the P-TECH students recognized the brand names on HSM's packages, but they didn't know that the boxes were made in Liverpool, New York. The students were given a close up view of the manufacturing process - from the printing presses that print the picture of the product on paperboard sheets, to the die cutting, which cuts and forms the boxes from the sheets of paperboard.

The students were intensely interested in their visit to the die making room. Die cutting is a process used to cut or indent the paperboard into a specific shape using a steel cutting die. Students were able to see how the die makers made a die in the shop and how to care for and maintain them. Thank you to HSM Packaging and to Casey Driscoll, HSM's Quality Auditor, for great visit.

Month at a Glance... **MAY**

- 1 Advanced B2B Consultative Selling**
Time: 8:15 AM - 5 PM; Cost: \$895 per MACNY Member (\$805.50 per Individual Member) / \$995 per non-MACNY Member; Facilitator: Joe Morone, Co-Founder, Worldleaders Inc.
- 1 Supervisory Leadership (5-day training)**
Dates: 5/1, 5/8, 5/17, 5/22, 5/29; Time: 8:30 AM - 12:30 PM; Cost: \$750 per MACNY Member (\$675 per Individual Member) / \$950 per non-MACNY Member; Facilitator: David Freund, Chief Leadership Officer, MACNY
- 2 HR Council: Time's Up - Navigating Sexual Harassment**
Time: 8 - 10 AM; Cost: No cost for HR Council Members & Individual Members / \$40 per non-HR Council Member; Presenter: Alyssa Campbell, Attorney, Bond, Schoeneck & King
- 2 Business Development Council: Market Disruption Panel**
Time: 8 - 10 AM; Cost: No cost for Business Development Council Members & Individual Members / \$40 per non-Business Development Council Members; Panelists: Kemper Matt, Jr., President, Dupli Envelopes and Graphics; Joshua Scott, Sales & Engineering Director, Marquardt Switches; and Lindsay Marlenga, Senior Director of Visibility, Advance Media NY
- 2 Mentor Information Session**
Time: 12 - 1 PM; No cost; Location: Carrier Plastics, 101 Columbus Street, Auburn, NY
- 3 Information Technology Infrastructure Library (ITIL) (3-day training)**
Dates: 5/3, 5/10, & 5/17; Time: 8:30 AM - 4:30 PM; Cost: \$1,980 per MACNY Member (\$1,792 per Individual Member) / \$2,200 per non-MACNY Member; Facilitator; Paul Fitterer, Principal, IT Performance, LLC
- 4 Supply Chain Management**
Time: 8:30 AM - 4:30 PM; Cost: \$250 per MACNY Member (\$225 per Individual Member) / \$450 per non-MACNY Member; Facilitator: Patrick Penfield, Syracuse University
- 4 "The 21 Irrefutable Laws of Leadership" Mastermind**
This event is exclusive to Individual Members. To learn more contact Marisa at mnorcross@macny.org.
- 8 Continuous Improvement Council: Tour of Volpi USA**
Time: 3:30 - 5 PM; Cost: \$25 per CI Council Member & Individual Member / \$55 per non-CI Council Member; Location: Volpi USA, 5 Commerce Way, Auburn, NY
- 9 Breaking the Cycle - The Road to Revenue Growth, Value Creation & Growth of the Local Economy**
Time: 8 - 10 AM; Cost: No cost, however registration required and limited to members of the senior management team; Presenter: John Nanno, CEO, PeakMarket Consulting; Location: LeMoyne College, Reilly Hall Room 446, 1419 Salt Springs Road, Syracuse, NY 13214
- 9 Employee Defined Contribution Benefits Marketplace Webinar**
Time: 10 - 11 AM; No cost; Location: At your desk via webinar
- 10 Everyone Communicates, Few Connect**
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
- 10 Maximize Your Membership**
Time: 9 - 10 AM; No cost

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- 11 Quality Professionals Council: Organizational Knowledge and Succession Planning**
Time: 8 - 10 AM; Cost: No cost for Quality Council Professionals Members & Individual Members / \$40 per non-Quality Council Member
- 15 HR Breakfast Briefing: Workplace Violence**
Time: 8 - 10 AM; Cost: \$25 per MACNY Member / \$35 per non-MACNY Member; Presenter: Attorney with Bond, Schoeneck & King, PLLC
- 16 Finance Council: Fraud in the Supply Chain**
Time: 8 - 10 AM; Cost: No cost for Finance Council Members & Individual Members / \$40 per non-Finance Council Member
- 16 Safety & Environmental Health Council: Tour of Natrium Products, Inc.**
Time: 8 - 10 AM; Cost: No cost for Safety Council Members & Individual Members / \$40 per non-Safety Council Member; Location: Natrium Products, Inc., 58 Pendleton Street, Cortland, NY
- 16 Forklift Operator Safety: Train the Trainer**
Time: 8:30 AM - 3:30 PM; Cost: \$300 per MACNY Member (\$270 per Individual Member) / \$500 per non-MACNY Member; Facilitator: Dave Bennett, Thompson and Johnson
- 18 Technology Council: IoT Connecting The World**
Time: 8:30 - 10:30 AM; Cost: No cost for Technology Council Members and Individual Members / \$40 per non-Technology Council Member
- 21 Lean-Six Sigma Green Belt Program Online Course**
Cost: \$1,840 per MACNY Member / \$2,000 per non-MACNY Member; Facilitator: Syracuse University/The TCM Group
- 21 Lean-Six Sigma Black Belt Program Online Course**
Cost: \$3,680 per MACNY Member / \$4,000 per non-MACNY Member; Facilitator: Syracuse University/The TCM Group
- 21 Employee Defined Benefits Marketplace Webinar**
Time: 2 - 3 PM; No cost; Location: At your desk via webinar
- 23 Becoming a Person of Influence**
Time: 8 - 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
- 24 MACNY's 105th Annual Dinner**
Time: 5 - 9 PM; Location: SRC Arena & Events Center; Tickets available at www.macny.org
- 28 MACNY & PEB Offices Closed for Memorial Day**
- 29 ISO 9001:2015 Internal Auditor (2-day training)**
Dates: 5/10 & 5/11; Time: 8 - 4 PM; Cost: \$650 per MACNY Member (\$585 per Individual Member) / \$850 per non-MACNY Member; Facilitator: Tara McInerney

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



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