

# MANUFACTURING MATTERS

## PEB's Annual Awards Event and 25th Anniversary Celebration! Sparking Careers for 25 Years!

Le Moyne College was once again the venue for PEB's Annual Awards Event where students, businesses, agencies, organizations, professionals, and programs were recognized for their achievements and significance to the community. One of PEB's earliest goals was establishing school-business partnerships. Some of those original partnerships still exist today. Two of the award recipients at PEB's 2018 Annual Awards Event went to P-TECH business partners: Bo-Mer Plastics and the Auburn High School P-TECH Program; and G.A. Braun and the Syracuse P-TECH Program at ITC.



**This year's Students of the Year and P-TECH Students of the Year include 18 students from 11 high schools or programs in CNY.**

This year's special guest presenter was Melinda R. Sanderson, Regional Director of the NYS Mentoring Program. A video presentation from Greg Larioni, V.P. and General Manager of Radar Sensor Systems at Lockheed Martin, thanked PEB and the community for being honored as this year's awardee of the CNY STEM Champion Award. A very moving speech by a former "Student of the Year" nominee was inspirational to both students and adults alike. Shanté White, M.D. gave testimony to her long journey from a dysfunctional background to receiving assistance through the Le Moyne College LPP Program, PEB's Internship Program, OnPoint for College, and numerous school and business mentors. Her internship with Dr. Bettina Smallman, a Pediatric Anesthesiologist, and her Nurse Anesthetist provided Shanté the motivation and support that helped her as she obtained first, her nursing degree and, finally, her medical degree.

Please visit page 16 to view the Award recipients in a variety of categories. You can also check out more pictures from the PEB Annual Awards Event!

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# PRESIDENT'S MESSAGE



Randy Wolken  
President & CEO

## Thank You for Another Successful Year

MACNY is celebrating its 105th year of service to its members. In 1913, thirteen prominent local manufacturers assembled at the Hotel Syracuse to unite their efforts and start the Manufacturers Association of Syracuse. Today, thanks to their foresight and the devotion of many local and international business leaders and their teams, we have MACNY – The Manufacturers Association. MACNY is now comprised of over 300 manufacturers and businesses in 26 counties with over 100,000 employees. MACNY also leads the Manufacturers Alliance of New York State (MANY) which represents over 2,500 companies and 425,000 manufacturing employees in the State of New York.

The founding organizations would still recognize what they originally founded because MACNY has stayed true to its mission – helping manufacturers and businesses thrive. However, it has been transformed into a 21st Century service and advocacy organization. With a staff of 18, MACNY is now the leading manufacturing organization in New York State offering unique and comprehensive services to both the companies who are members and the individuals within those companies. We are proud to report to you, our members, that we hosted over 300 events last year ranging from our 650-person Annual Dinner to individualized training and learning sessions. Literally, thousands of individuals used our services this past year to help them thrive in today's hyper-competitive economy. We now deliver comprehensive workforce solutions that include career and workforce development efforts for high school students (P-TECH and CTE) and a nationally recognized apprenticeship program for individuals within companies throughout New York State.

We have also added to the way we have traditionally served our members. We have grown our advocacy efforts throughout New York State and in Washington, DC. Last year, we successfully introduced an elimination of the manufacturing income tax for small and medium companies that were a part of the Senate Budget Proposal. We are convinced this will become law soon like our successful effort to cut the corporate manufacturing income tax to zero a couple of years ago. The combined efforts of manufacturers across the state have enhanced our ability to be effective. We have also expanded our services to companies in areas like energy services and healthcare. All are ways to help our members thrive in today's fast-paced economy.

We are humbled and proud to have served you, the member, for 105 years. We look forward to doing even more for and with you in this new century of service. Please visit our website at [macny.org](http://macny.org) or talk to our staff to learn more about ways we can help you be more successful. It's what we do – and we love doing it!





Karyn Burns

VP, Government Relations & Communications

## Single Payer Healthcare and New York State

It goes without saying (but I will, of course) that there are very few people in the United States, if any, who would say that the Federal healthcare system is perfect and in no need of changes, the same argument going to New York State and its constituents. Historically, MACNY public policy polls almost always rank the rising costs of healthcare as one of our members' top concerns that hinders business and sector growth.

Albany lawmakers have tried for years to address this concern. One such method that has been tossed around and introduced for years (but never passed into Law) is the creation of a New York State Single Payer Healthcare System. However, while years of passage in one House only to be killed in another has prevented this proposal to ever see the light of day and becoming Law (and in turn being taken seriously by New Yorkers as potentially becoming a reality), increased traction and public attention on this issue coupled with potential leadership changes in the next election cycle have New York constituents and business organization alike uniting together to fight against its passage.

I think the most important thing to note here is the mutual exclusivity between the issue of Universal Health Care coverage for all New Yorkers, and this legislation for Single Payer Healthcare system, because many think the two are the same thing, which they are not. "Universal coverage" refers to a healthcare system where every individual has health coverage. On the other hand, a "single-payer system" is one in which there is one entity—usually the government—responsible for paying healthcare claims, which is precisely what the Single Payer Healthcare legislation that is

introduced in both the Assembly (A.4738A) and Senate (S.4840-A) calls for.

Based on the statistic that 95% of New Yorkers already have healthcare coverage, I am uncertain this method is solving the true concerns and problems with current healthcare, with the most concerning to our members being the high costs. In fact, opponents to the legislation claim that Single Payer Healthcare would do just the opposite. All Single Payer programs, if passed into Law, would be paid for by taxes and taxes alone, with cost estimates for NYHA implementation ranging from \$250 billion to \$380 billion annually. To compare what this would do to already high taxes, think of this: New York's 2018-2019 budget was \$168 billion in total spending. At a minimum cost of \$250 billion, Single Payer would require an additional \$100 billion in spending just for healthcare alone.

Also troubling? There is no other State in the nation that we can directly turn to and compare and analyze cost and impact results from Single Payer Healthcare, because no other states have adopted a single payer system. Vermont passed legislation to enact single payer but was forced to abandon it due to costs. Colorado recently placed single payer on a ballot initiative, where it was defeated 70-30. California also attempted to pass single payer legislation, but failed to do so when a legislative analysis suggested its cost could be \$400 billion a year. This alone should put New Yorkers and lawmakers on hold: if progressive States such as California and Vermont have yet to justify its costs and benefits, how can we do so without further analysis and input from those who would be impacted?

This of course brings me to my most valued source in my efforts to advocate on behalf of the manufacturing sector: all of you. I ask you to address this with folks within your company who would best understand this from the many different angles in which a complete overhaul of the current healthcare system would have on businesses. Would you and your business find benefit from a single-payer healthcare system in which all New Yorkers would receive their health insurance from a single government plan? Why or why not? What are the biggest concerns (or benefits) that you see impacting your company should a single payer policy be put in place? Please email me at [kburns@macny.org](mailto:kburns@macny.org), I look forward to hearing from members on the specific concerns that would come from a Single Payer Healthcare System being introduced in New York State.





Cindy Oehmigen

Director of Energy and Corporate Services

## How can less of a good thing be better? When it creates more of a better thing!

Energy usage from New York's bulk power system is expected to decline over the next decade at a rate of 0.14% per year. Peak Demand is also expected to decline at a pace of 0.13% per year, through 2028. Two components are contributing to this lessening the burden on the grid. Energy efficiency efforts and the expansion of solar and other distributed systems are influencing those projections. This progress is particularly interesting, because first, NYS ranks eighth nationally in energy consumption (what we do as a State matters a lot). And second, we must be doing something right because we have the lowest per capita energy consumption (4.2% of Nation's total consumption, but 6.7% of the population).

The focus on renewables is very likely going to widen that disparity...all for the better. Not only are renewables an energy and environmental advantage, both solar and wind offer significant economic development opportunity. In a study recently completed by NYSERDA, (NYSERDA Report 17-25th December 2017), the findings indicated realization of nearly 5,000 jobs in manufacturing, installation, and operation of Off Shore Wind (OSW) facilities. 3,500 of these jobs are expected to support New York wind farms with the remaining supporting regional projects. The study also found NYS as ideally suited for OSW workforce.

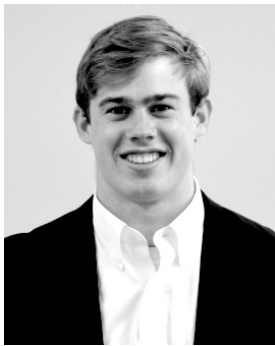
2,000 of these jobs are in operations and maintenance. Many New Yorkers already possess the skills to attract OSW manufacturers and developers. Much of the supply chain for this industry currently resides outside the United

States. And New York has an established infrastructure throughout the region, including ports and manufacturing assets suited to OSW foreign investment. Couple that with technological advances in solar panels that are bringing down the cost of solar substantially. For example, graphene solar cells that are flexible, transparent, and inexpensive. The job count mentioned above does not include the potential from solar or other renewable energy sources. It also does not take into account the 22,000 New Yorkers who are already working in renewable energy.

MACNY is proud to be an integral part of the growing apprenticeship programs across New York State facilitated by MACNY and our Alliance partners. It does not take a huge leap to apply the same approach for skill development programs to this closely related industry. Don't be surprised to see these programs follow a similar path.

### Interesting Facts

- If you harnessed the power of a hurricane for one hour, you would have enough energy to power everything in the United States for several years.
- There is enough energy in one bolt of lightning to power the average home for two weeks.
- One incandescent light bulb uses the same amount of power as roughly five LED light bulbs.



Austin deButts

Project Development Manager, Sol Systems

## Solar 101 for New York Manufacturers

At MACNY's 105th Annual Dinner at SRC Arena, when moderator David Freund asked for advice for a manufacturer in the modern era, Arnie Rubenstein put it bluntly: "change or die." Indeed, this message was a central tenet of the event, and MACNY President and CEO Randy Wolken further highlighted the need to adapt to a dynamic marketplace by explaining "the future is now!"

One of the most dynamic markets in recent years has been electricity, which has experienced disruption from more advanced and efficient renewable technologies like solar energy. So how does a manufacturing company stay ahead of the competition and take advantage of the value of this distributed energy resource? By understanding the basic opportunity that solar energy offers:

### 1. How Solar Works

Solar is simple—when sunlight hits a solar panel on a rooftop, it excites electrons and creates direct current (DC). Inverters then convert this into alternating current (AC), which runs into the facility and is used to power appliances and machines in homes and factories.

A one-megawatt (MW) system requires about 100,000 square feet of rooftop space and produces over 1.2 million kilowatt hours (kWh) annually. Given that the average manufacturing facility uses about 100 kWh/sqft each year, that means that solar could offset at least 10-15% of total electrical usage.

Solar energy has the benefit of producing electricity when it is needed during the day and especially on hot, sunny summer days—when electricity demand can be at its highest. When a solar system is producing more energy than a facility can consume, customers are able to sell the excess back to the grid and receive compensation from the utility.

### 2. How Solar Works in New York

In New York, the government has realized the benefit of solar energy as a cleaner, cheaper way to modernize the state's electric grid. Just as with the manufacturing industry, they have provided incentives to grow the solar industry in the state. Solar receives bipartisan support because legislators see it as a great opportunity to reinvest in the state, provide local companies with opportunities to reduce operating expenses, hire more workers, and keep the New York economy thriving.

Beyond the simple monetary incentives for commercial customers that want to go solar, New York has also passed legislation under the Value of Distributed Energy Resources (VDER) Tariff that compensates customers for the solar energy that they sell back to the grid. In some parts of the state, the VDER rate can be even higher than a customer's own utility rate.

Since 2011, more than 12,000 new solar jobs have been created in New York and the state wants manufacturers to share in benefitting from that industry growth.

### 3. How Solar Can Work for New York Manufacturers

Manufacturers in New York that are interested in a solar project have a couple of options:

First, they can choose to purchase and own the system. This allows them to monetize the tax credits (currently 30% of total build cost), which can be as much as \$500,000 for a 1MW (100,000 sqft) system.

Alternatively, the manufacturer can allow a third-party to own and operate the system. By simply agreeing to buy the output from the system over 15-20 years at a fixed rate through a Power Purchase Agreement (PPA), customers can go solar with no major investment. This option is the most popular because it requires no capital outlay from the manufacturer and allows them to hedge a portion of their electricity costs against volatile electricity rates. A PPA also saves customers the hassle of maintaining an operating a system throughout its life, a responsibility that falls on the developer.

Manufacturers, more than any industry, appreciate the value of economies of scale, and in order to achieve an attractive build cost or PPA rate, one typically needs to have a big enough roof (200,000 or more) or enough land nearby (10-12 acres) to support a large onsite system.

Ultimately, an onsite solar project doesn't just create operational predictability, but also has value in demonstrating to the growing millennial marketplace that your company is embracing a more sustainable future. Rather than fear the "change or die" reality presented by market disruption, New York manufacturers should see solar as an opportunity to, as Randy Wolken says, "survive and thrive!"

To help you see if solar might be a fit for your facility or if you'd simply like to learn more, please email me directly at [austin.debutts@solsystems.com](mailto:austin.debutts@solsystems.com).

*Austin deButts manages business development efforts for Sol Systems across New York. As a member of the Customer Energy Services team, he focuses on helping commercial and industrial customers achieve their energy and sustainability goals. Previously, Mr. deButts worked as a project finance analyst, assisting the team in their utility-scale development efforts and analyzing opportunities for corporate customers to procure offsite solar energy.*

## SAVE THE DATE!



MACNY'S ANNUAL  
COUNCIL KICKOFF  
RECEPTION

SEPTEMBER 18  
4:30 - 7:30 PM

**EMPIRE FARM BREWERY**  
MORE DETAILS TO FOLLOW!





# APPRENTICESHIP UPDATE



Martha Ponge  
Director of Apprenticeship

## MIAP Expands in the Capital District and Western New York: Meet the Newest Coordinators

MACNY's statewide expansion of registered apprenticeship through the New York State Manufacturers Alliance Intermediary Apprenticeship Program (MIAP) continues with the addition of two regions and two coordinators who you will meet below.

Amanda Vitullo is the Director of Economic Development Services at The Center for Economic Growth (CEG) in the Capital District. Amanda began her career as a communications assistant at Capitalize Albany Corporation. Amanda left her position to pursue a Masters Degree in Public Administration from the Maxwell School at Syracuse University. At SU she gained a well-rounded understanding of workforce development and the factors that influence the growth of local economies, such as the availability of a skilled workforce. Amanda continued to expand her resume as the Special Assistant for Briefing for Governor Cuomo. As a briefer for the governor, she became comfortable speaking to C-Suite personnel; a good skill to call on as she pitches apprenticeship to CEOs at local manufacturing companies.

While none of her past experiences perfectly prepared her for her current position as an apprenticeship expert, her work at CEG researching the local manufacturing workforce gave her an acute understanding of the Capital District's manufacturing community and their unique workforce challenges. Many of her manufacturers used in-house training programs in the past, but they have since ended them. Many are interested in learning about apprenticeship as one solution to retaining their company-specific workforce knowledge before their highly skilled employees retire. Amanda must often coach companies through the apprenticeship discussion since most companies have limited, if any, experience with the program. Amanda enjoys being able to offer her companies one solution to their workforce problems – it may not be a perfect solution but it's a good start.

Tim Piazza joined The Manufacturers Association of the Southern Tier (MAST) in March of 2018 as their Workforce Development and Apprenticeship Director. His previous 20 years spent in postsecondary education and manufacturing have given him a strong foundation to understand training curriculums and develop valuable on-the-job work experiences, which he will utilize to frame the MAST program. His plan is to identify commonalities between the local manufacturers and create a program that will address the workforce challenges for the greatest number of companies. MAST is co-located with Dream It Do It of Western NY, which uniquely positions them to concurrently develop a talent pipeline directly from high school to the workforce.

Tim is enjoying being able to work with a variety of manufacturers. He has the opportunity to see many different companies that few people in the area have ever seen. He sees a pathway for making a difference in the local economy. Companies need skilled employees and local residents need those jobs – Tim can make those connections. While working in industry, Tim personally experienced the “burn” of struggling to find qualified workers and understands the challenges that companies are going through. Although the program is new, there is a positive energy developing and companies are becoming engaged and Tim looks forward to being part of the expansion of apprenticeship in Western NY.

Join us in welcoming our two newest coordinators!

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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...

**July 12 August 9 September 13**

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

## WELCOME OUR NEW MEMBER...

### Clarkson University

Clarkson University is an independent, nationally recognized technological university whose faculty of teacher-scholars aspires to offer superior instruction and engage in high-quality research and scholarship in engineering, business, science, health, and liberal arts.

Visit them at: <https://www.clarkson.edu/>

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](mailto:cnave@macny.org).





Patty Clark  
HR Services Manager

## Transitioning Into Retirement

Most companies have a rigorous onboarding process to be sure a new employee learns everything they need to know to be successful in their new position. What most companies do not have is a program to aid an employee who is transitioning into retirement.

Regardless of how much notice an employee gives, it is important to work with them to develop a plan for their retirement years outside of work as well as to finish as strong as they started in their job. Although most retirees give 100% until they leave and help the company as they transition, some retirees have also given their notice then coast until it is time to leave. This can be hard on those that work with the retiree; they just end up waiting for the person to leave.

Some areas to concentrate on to make the transition as smooth as possible for everyone involved are:

- **Create a retirement plan** – Much like the onboarding plan, create a retirement plan for the retiree. Include things to think about like financial assistance in areas such as budgeting, ideas on how to spend free time, healthcare costs and options, and much more.
- **Help the retiree's manager** – Just like the retiree, their manager may need help as well. They may need help in creating ways to keep the retiree engaged and on track as they transition. Coaching by other managers who have had the same experience may help as well.
- **Documenting the knowledge** – As any great HR associate knows, it is important to document, document, document. An employee who is retiring has a wealth of knowledge that you don't want to walk out the door when they do. Have the employee use the time before they retire to either write a training manual or find a way to document their knowledge.

- **Train a new employee** – A company should try to hire the replacement as soon as possible. This will allow the retiree to train the new employee for a few weeks as well as be a resource.
- **Create a "bridge job"** – Many employees find it hard to stop working cold turkey. Their job has always been a part of their identity and taken up a good portion of their life. Creating a flexible schedule on a part-time basis will help the retiree transition into the next phase of their life and help the company work through the transition as well. This continues to be an important option for many companies. According to the Bureau of Labor Statistics, over the next 10 years it is predicted that 32% of 65-74 year olds will be part of the labor force, so why not tap into the knowledge and experience they have. Working or just being active is good for the brain so even working part-time has its benefits for everyone.

Retirement at any age is very appealing, that is for sure. It is important to plan wisely and be sure to leave the door open to a number of options, you never know.

### Sources:

<https://www.aarp.org/work/working-after-retirement/info-2015/work-over-retirement-happiness.html>

<https://www.shrm.org/resourcesandtools/hr-topics/benefits/pages/viewpoint-coaching-your-employees-on-finishing-strong-as-they-retire.aspx>



## Hot Off The Line

**Q** - We had an outside technician in our facility. He was talking to another employee when a female employee walked by. The outside technician made a comment about the female employee as she walked by. What should our next step be? Should we reach out to the company that sent the technician?

**A** - You should reach out to the supervisor of the technician to report the incident and send him a copy of your company's harassment policy. As you should always do, be sure to document the incident as well so you have record of it in the event it happens again.

## Stats & Facts

- According to a survey of 1,078 HR professionals and 1,223 non-manager employees, 22% of non-manager employees say they are not sure if their organization has a sexual harassment policy. *Source: HR Magazine - March 2018*
- 43% of workers in the tech industry worry that they'll lose their job because of their age. *Source: Indeed.com*
- Laughing lowers levels of stress hormones and strengthens the immune system. *Source: Health Initiative*

## 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  | April | March | Pt. Chg. (Mo.) | % Chg. (Mo.) | % Chg. (Yr.) |
|--|-------|-------|----------------|--------------|--------------|
| 1967=100   | 728.6 | 725.2 | 3.4            | 0.5%         | 2.6%         |
| 1982-84=100  | 244.6 | 243.5 | 1.1            | 0.5%         | 2.6%         |
| <b>Urban</b>   |       |       |                |              |              |
| 1967=100   | 750.5 | 747.6 | 3.0            | 0.4%         | 2.5%         |
| 1982-84=100  | 250.6 | 249.6 | 1.0            | 0.4%         | 2.5%         |
| <b>Unemployment Rates</b>  |       |       |                |              |              |
| April - Onondaga County: 4.4 ; Metropolitan Syracuse Area (MSA): 4.9 |       |       |                |              |              |

# ANNUAL DINNER

## PHOTO ALBUM











David Freund  
Chief Leadership Officer

## The Why and What of Executive Coaching

For the last two and a half years I have been offering MACNY members Executive Coaching, and this is the first time that I can recall writing about it. Since joining MACNY, I have never written an article to strictly market training or coaching. I want people to see my articles as sharing knowledge and information, not marketing or self-promotion. So here we go. Let me share with you the Why and What of Executive Coaching.

Harvard Business Review surveyed 140 executive coaches to see why they were hired. According to the survey:

1. 48% said they were hired to develop the potential of executives or facilitate transitions.
2. 26% said they were called in to act as a sounding board.
3. 12% said they were brought in to work with problem behavior.

I was really encouraged that only 12% of the coaches were hired to deal with problem behavior. I see that as a great sign because companies are engaging coaches earlier to help prepare executives for their jobs, so they don't need to rush in and fix a problem. The problems get resolved before they become career limiting. Awareness is always the key. Things about us that we are not aware of control us. Coaches help raise their client's awareness so the client can take control of that aspect of their life.

One of the benefits of coaching is the one-on-one conversations which allow for more personal interaction and trust is built much quicker. The client can discuss anything with the coach and can work through a myriad of issues in a truly confidential environment. Accountability is also key because growth is dramatically accelerated in an accountability environment. One of my coaching clients was having difficulty managing his daily activities. One activity seemed to be getting the best of him each month. We spoke about the task and as it turned out, if he was to

break the task into smaller pieces, it would take less than 10 minutes per day. If he waited until the end of the month, it could take several days. He made a plan to tackle the task daily, and I asked him to send me an email as soon as he finished. Each day for two weeks I got the email. On my next visit, he shared how much extra time he found in the month by this simple shift in focus, coupled with accountability. The accountability piece provided the incentive to change.

Having a neutral sounding board allows the client to work through any bias that they may have. Often, I will hear a client voice a concern or a critique of someone or something. By asking a series of open-ended questions, the client can see the situation from a completely different perspective. This may or may not change the approach the client takes, but the pool of information that they used to consider the approach was greatly enlarged allowing for a sounder decision.

Often people ask about the results. The one thing people need to realize is that the individual needs to want the coaching. I have been called in to "fix" a manager when in reality, if the manager doesn't see a problem or want the coaching; it's just a waste of money and time. When the client sees the value and desires to improve, the results are excellent. According to a PwC survey, the ROI was seven times the initial investment. A quarter of the companies reported an ROI of 10 to 49 times the investment. The key is to find a coach that you trust and respect. Find someone you feel comfortable with and someone who can build rapport with you quickly. The faster the relationship can be established the faster you will see growth.

Marshall Goldsmith had it right when he said, "What got you here, won't get you there." I wish I would have had a coach in my life 15 years ago. I could have saved a lot of time and mistakes. How about you? Why not reach out to a coach and accelerate your growth and development.



Jim Beckman  
Mentor

## Why Should I Get Involved?

Throughout my nearly forty years at Crucible, MACNY had been a constant presence. Crucible always played an active role on the MACNY Board, attended the annual MACNY dinner, helped other members celebrate longevity in the community, and used MACNY as a significant training resource. I have to say, with some pride, that two of my mentors are members of the MACNY Wall of Fame!

But, what Crucible didn't do well with MACNY was in the arena of advocacy. However, I do recall the event that got me involved. It was the day that the governor of NY came to Crucible to announce state funding to assist in the largest capital investment at Crucible in my career. As a newly promoted VP of Manufacturing, I also had just been appointed as the Crucible representative on the MACNY board. That event pushed me into helping MACNY into the area of advocacy. After almost eighteen years of successes and failures, and a lot of belly breathing, here are a few thoughts on why it matters to the top dog to get personally involved:

1. Our own representatives, regardless of party affiliation, care about the companies and employees in their districts. They need us to be successful because that makes the community successful and economically healthier. Get to know them locally and get to know them in a social setting, not just in Albany when you are asking for help.
2. Representatives from other districts do care about the health of the state when it matters to them. The power of MACNY and the Manufacturers Alliance, our Statewide coalition of likeminded regional manufacturing trade associations, is statewide, not just in CNY. They can influence legislation, and the power of your position greatly influences them when you are face to face.
3. Since every company has different needs, get to understand the various state agencies, what they do and what their role is in trying to make NYS more competitive. Too many resources go untapped each year because of lack of awareness of how needs can be matched with resources. I recall more than one time when Crucible had a company specific concern on both the State and Federal level where we did not know where to turn or who to contact. A quick call to MACNY and we were always given the same response: "If we don't know the answer, we will find someone who will."
4. As manufacturing leaders, we are used to seeing things happen quickly. Patience is required as well as relentless determination and focus. During my days running Crucible, we were very active with MACNY and its efforts to pass a long term economic development plan. It took EIGHT years. However, with the leadership and drive that MACNY not only provided but enabled in each of us, we kept at it, and it was passed into Law six years ago. This year, we thought that the pass-through tax reduction provision was a home run while we were in Albany a few weeks ago. It was taken out of the budget at the end. Persevere and go at it again, next year.
5. Getting key players from your team involved also pays dividends since you can develop subject matter experts who can work with MACNY and NYS to spot opportunities and capitalize upon them.

As many of you know, I recently joined the MACNY team, providing consulting to member companies. If advocacy is an area that you would like to generate more activity in within your company or simply discuss more ways to get engaged, email me at [JBeckman@macny.org](mailto:JBeckman@macny.org). Karyn and I would be happy to sit with you and your company, and help craft an advocacy plan that works best for you and your business.



Joe Vargo

Executive Director

Partners For Education & Business

## PEB's Annual Awards Event and 25th Anniversary Celebration! Sparking Careers for 25 Years!

Please find below the Award Winners that were honored on June 5th for the PEB Annual Awards Event.

**CNY STEM Champion** - Greg Larioni

**AT&T's Women in STEM** - Jacqueline MacDavitt and Shanté White

**Merchants of Hope (Mentor Individual)** - Yolanda Scott-Davis

**Merchants of Hope (Mentor Organization)** - Appleseed Outreach

**Parent University Award** - Lisa Rucker

**Career Sparks** - Fran Emmi and Jason Wasulko

**Businesses of the Year/CNY STEM Job Shadow Day** - Bartell Machinery Systems, Covanta, Darco Manufacturing, FAA-Air Traffic Control Tower, Onondaga County Sheriff's Department, SUNY ESF, WestRock.

**Businesses of the Year/STEM Career Exploration Series** - Crouse Health, Davis-Standard, Exelon Corporation, Fulton Companies, Huhtamaki, Inc., Novelis Corporation, Riverhawk Company, Sunoco Agri-Business.

**P-TECH Partnerships of the Year** - Bo-Mer Plastics & Auburn P-TECH Program, G.A. Braun & Syracuse P-TECH Program.

**Advanced Manufacturing Sector Award** - Marquardt Switches and SRCTec.

**Technology Sector Award** - S.T.E.A.M. Exhibit at the NYS Expo

**CNY STEM Scholars** - Trang Nguyen/Corcoran H.S., Ethan Stockbridge/Canastota H.S., Myles Cherebin/Nottingham H.S. – all won four-year scholarships from SRC, Inc.

**CNY STEM Scholars** - Lily Datz/Skaneateles H.S. – won a four-year scholarship from King + King Architects; Alexandria Burger/VVS H.S. – won a four-year scholarship from Marquardt Switches.

**STUDENTS OF THE YEAR; Overall winners of Student of the Year -**

Kim Pham, East Syracuse Minoa H.S. and Tramar Wallace, Le Moyne College LPP Program, Nottingham H.S.

**Student of the Year Nominees -**

Levi Barnes, OCM BOCES, Thompson Rd. Campus – Lab Technician Program; Rebecca Droms – Liverpool H.S.; Kory Flora – OCM BOCES, Innovation Tech – Culinary Arts Management Program; Julia Gutierrez – OCM BOCES, Cortlandville Campus – Cosmetology Program; Matthew Johnson – East Syracuse Minoa H.S.; Megan Lawrence – Seven Valleys New Technology Academy; Michael Lovier – Skaneateles Sunrise Rotary Club/Skaneateles H.S.; Abigail Maricle – OCM BOCES, Cortlandville Campus – Computer Technology; Melissa Oejo – Syracuse Academy of Science; Maria Puma – East Syracuse Minoa H.S.



## P-TECH STUDENTS OF THE YEAR - Overall winners of P-TECH Student of the Year -

George Doeblar III, Auburn H.S. P-TECH Program and Garnet Grimm, Syracuse P-TECH Program at ITC

## Auburn H.S. P-TECH Student of the Year Nominees -

Hunter Hanmore and James Mark

## Syracuse P-TECH at ITC Student of the Year Nominees -

Jordynn Collie and Ronan Fortin

A special thank you is extended to this year's sponsors for making this Awards Event possible -

**Anaren, AT&T, Cathedral Candle Company, Community Bank, Covanta, Empire State Container, Empower FCU, INFICON, King + King Architects, Le Moyne College, Lockheed Martin Corporation, Marquardt Switches, Morse Manufacturing, National Grid, SRC, Inc., and United Radio.**



From top left to bottom right: Dave Welsh from G.A. Braun and Bob Leslie, Director of CTE Programs for SCSD, receive the P-TECH Partnership of the Year Award. Tom Herbert and Scott Morin from Bo-Mer Plastics pose with Hunter Hanmore and Kevin Casler from the Auburn P-TECH Program after being named recipients of the P-TECH Partnership of the Year Award. April Wilkowski from Lockheed Martin accepts the CNY STEM Champion Award for Greg Larioni, V.P. & General Manager of Radar Sensor Systems. Fran Emmi of INFICON and Jason Wasulko from SRC, Inc. both received the Career Spark Award, which is given to individuals who embody motivational leadership in igniting enthusiasm in students who are exploring their future careers.



## P-TECH CORNER

### Syracuse – 1st P-TECH Job/Internship Career Fair Held on May 23rd

The Institute of Technology (ITC) held its first Job Fair in May, bringing together 14 companies in the school's gym. Representatives from the attending companies accepted and reviewed P-TECH juniors' and seniors' resumes, distributed brochures, provided information about summer jobs and internships, and gave the students the opportunity to speak one-on-one with professionals about careers.

Students were divided into three groups, with each group participating in two workforce preparation workshops as well as the Job/Internship Career Fair. Fran Emmi from INFICON led a communications workshop and a duo of James Branche from United Radio and Hilary Hext from MACNY provided tips on interviewing skills. Many thanks to the companies that participated in the Job/Internship Career Fair: Anaren, Empire State Container, Berry Plastics, Darco Manufacturing, G.A. Braun, INFICON, Kilian Bearings, Marquardt Switches, Mitten Manufacturing, National Grid, Onondaga County Dept. of Water Environment, PaperWorks. SRC, Inc., and United Radio.

P-TECH juniors and seniors submitted their resumes to representatives from various business partners, and were able to talk one-on-one with business professionals. Pictured above are representatives from Marquardt Switches and PaperWorks.



# Month at a Glance... JULY

- 4 MACNY & PEB Offices Closed**
- 11 Defined Contribution Benefits Marketplace Webinar**  
Time: 12:30PM - 1:30 PM; No cost; Location: At your desk via webinar
- 12 Everyone Communicates, Few Connect**  
Time: 8:30 - 10:30 AM; Cost: \$125 per MACNY Member (No cost for Individual Members) / \$225 per non-MACNY Member; Facilitator: David Freund, Chief Leadership Officer, MACNY
- 12 Maximize Your Membership**  
Time: 9 - 10 AM; No Cost
- 13 “The 21 Irrefutable Laws of Leadership” Mastermind Group**  
*This offering is exclusive to Individual Members. To learn more contact Julianne at [jpease@macny.org](mailto:jpease@macny.org).*
- 19 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.
- 26 Becoming A Person of Influence**  
Time: 8:30 - 10:30 AM; Cost: \$125 per MACNY Member (No cost for Individual Members) / \$225 per non-MACNY Member; Facilitator: David Freund, Chief Leadership Officer, MACNY
- 31 3rd Annual Happy Hour at Greenwood Winery**  
Time: 5 PM - 7 PM; Location: Greenwood Winery in East Syracuse, NY; Cost: \$25 per MACNY Member; \$10 per Individual Members.

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



# Month at a Glance... **AUGUST**

- 1 Defined Contribution Benefits Marketplace Webinar**  
Time: 8:00 AM - 9:00 AM; No cost; Location: At your desk via webinar
  
- 3 “The 21 Irrefutable Laws of Leadership” Mastermind Group**  
*This offering is exclusive to Individual Members. To learn more contact Julianne at [jpease@macny.org](mailto:jpease@macny.org).*
  
- 9 Maximize Your Membership**  
Time: 9 - 10 AM; No Cost
  
- 14 Defined Contribution Benefits Marketplace Webinar**  
Time: 10:00 AM - 11:00 AM; No cost; Location: At your desk via webinar
  
- 15 MACNY’s Annual Clambake**  
Time: 4 - 7 PM; Location: Hinerwadel’s in North Syracuse; Cost: \$60 per person
  
- 16 Making Today Matter**  
Time: 8:30 - 10:30 AM; Cost: \$125 per MACNY Member (No cost for Individual Members) / \$225 per non-MACNY Member; Facilitator: David Freund, Chief Leadership Officer, MACNY
  
- 30 Coaching and Mentoring for Success**  
Time: 8:30 - 10:30 AM; Cost: \$125 per MACNY Member (No cost for Individual Members) / \$225 per non-MACNY Member; Facilitator: David Freund, Chief Leadership Officer, MACNY

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

JOIN US FOR MACNY’S ANNUAL

## **CLAMBAKE**

WEDNESDAY, AUGUST 15TH

4 - 7 PM

HINERWADEL’S

5300 WEST TAFT ROAD, N. SYRACUSE

\$60 per person includes:

Dinner, beer on tap, and non-alcoholic drinks.

Bottled beer, wine, and mixed drinks available at cash bar



The Manufacturers Association

RSVP to [cnave@macny.org](mailto:cnave@macny.org)



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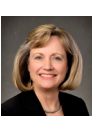
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*The information provided herein is general in nature and is designed to serve as a guide to understanding. If the reader has a specific need or problem, the services of legal counsel should be sought to address the particular situation. Non-profit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