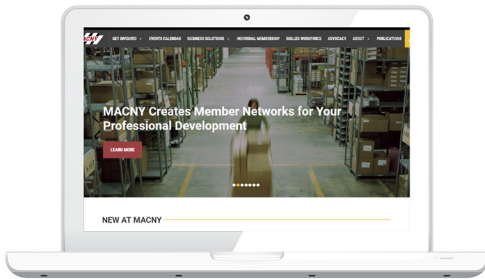


# MANUFACTURING MATTERS

## Exciting Advancements at MACNY!



We are so excited to announce that we are starting off 2019 with two exciting technology upgrades at MACNY that will certainly elevate your member experience!

The first advancement that you will immediately notice upon registering for events online is our updated relationship management system. We are most excited about this upgrade due to its enhanced capabilities that will help us serve our membership in a more efficient and organized way. From the member point of view, online event registration will be more streamlined, as well as communications and notifications. We expect this

to be a significant upgrade once complete and we appreciate your support and patience as we work through our full implementation.

The second investment we are making to elevate your experience is outfitting our East Area Conference Room with new technology that will make distance learning and distance meetings a possibility. The room will see some great upgrades to include multiple television screens, multiple cameras and microphones, and enhanced presentation capabilities. This is especially exciting for our members that are interested in attending some of our training sessions and council meetings virtually. The space will also be able to be rented by our members for their own meetings that may need to include a remote option. This technology will also give us the capacity to record some of our training sessions to create a MACNY Training Library - something that our membership has been increasingly requesting. Keep an eye out for new distance and virtual learning opportunities this year!

At MACNY, we are committed to making investments to meet the needs of our membership. We plan to continue to do so throughout 2019 and even further in the future. If you have suggestions or ideas that you would like to share, please contact Cindy Nave, COO, at [cnave@macny.org](mailto:cnave@macny.org).

### Inside This Issue:

**Page 3 | President's Message:**  
**Another Year of Service Ahead for MACNY**

**Page 4 | Workforce Development:**  
**Downton Abbey Revisited**

**Page 5 | Corporate Services:**  
**I Don't Want to Go "Green"**

**Page 6 | HR Solutions:**  
**New Year's Resolutions - They're Not Just For Individuals!**

**Page 8 | PEB Update:**  
**PEB Is Engaging Companies and Students About Careers**

**Page 10 | Leadership Development:**  
**What Are Your Plans?**

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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 - 10 AM.

Mark your calendars for our next three meetings...

**January 10 February 14 March 14**

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 MEMBERS...

### Salient Management Company

Salient's approach to continuous improvement is to enable decision makers to take timely and precise action to eliminate waste or expand opportunity. The key to improving performance is timely and specific knowledge, in the hands of the decision makers, at the point of value creation.

Visit them at: <https://www.salient.com/about/>

### Sysco Syracuse, LLC

Sysco Syracuse distributes over 10,000 items, consisting of meat, poultry, seafood, produce, dairy, frozen, beverage, dry and canned food products, as well as a wide variety of non-food wares such as paper plates, napkins, soaps and detergents, cleaning chemicals, silverware, cooking utensils, chinaware, and healthcare.

Visit them at: <https://sysco.com/Contact/Contact/Our-Locations/Syracuse>

### B&B Lumber

B&B Lumber is one of the largest pallet manufacturers in the Northeast. Since 1973 this family business has branched out into diverse but related industries. If you pine for the days when family-owned and operated businesses took pride in their work, you'll find B&B Lumber leaves nothing to be desired. Whether your business needs pallets or you want to spruce up your home with new hard wood floors, don't be stumped about where to go. B&B has you covered.

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

# PRESIDENT'S MESSAGE



Randy Wolken  
President & CEO

## Another Year of Service Ahead for MACNY

The MACNY team is excited for 2019. We will celebrate our 106th year of service this year. At MACNY, we honor the past, serve in the present, and create the future. What we have in store for the coming year is very exciting! We hope you can take full advantage of it.

We will again this year offer nearly 300 events to members. There will be council meetings, MACNY-wide events, and training and learning sessions throughout the year. These events are incredibly value-adding. We hope you will join us. If you're one of our nearly 500 Individual Members, most of these are available to you at special discounted pricing. If you are not yet an Individual Member, you'll want to contact us to find out how you can become one this year!

We will also be launching new digital content created and delivered from our newest training room specifically equipped to deliver distance learning and meeting solutions. In the near future we will be adding other digitally equipped spaces at MACNY. We see an accelerated number of offerings now available to our members – anytime and anywhere. We are very pleased to be able to offer this.

This year we will also be serving you with new initiatives and efforts in Advocacy. We will continue to champion a tax cut for small and medium manufactures that offers the same impact that a manufacturing C-Corp tax cut has provided. The economic benefits of such an initiative will spur even greater growth in our revitalized manufacturing and technology sectors. We will also work hard this year to champion additional ways to help our members thrive in a challenging, globally competitive environment.

Last year we launched additional services in energy and health insurance. We look to continue and expand these efforts in 2019. We will grow our newly established Aerospace Alliance and we will provide more assistance to other industries in additional clusters who want to grow as well.

Now is a time to offer assistance to our members so they can continue to become more profitable and reinvest. To do so, we will be focusing on helping companies find and grow the talent they need. Our successful Apprenticeship Program, now a statewide effort, will expand to include a Pre-Apprenticeship Program – the first in New York State. We will grow our P-TECH and Career and Technical Education (CTE) programing as well. Our community needs more young people headed toward exciting careers in manufacturing and technology. It has been proven that we can be successful when we do this together with our members. Thanks to all who have already invested so much time and effort in preparing our future workforce. If you want to get involved, please contact us today.

We have so much more we will be doing that doesn't fit into this limited space. You can find out more by talking to our outstanding team members and by checking out our dynamic website at [www.macny.org](http://www.macny.org). For a full listing of staff and contact information, visit <https://www.macny.org/contact/>.

We look forward to serving you this year. It is our honor and pleasure to work with such outstanding individuals in so many great companies. Thanks for being our members. See you soon!



**Martha Ponge**  
Director of Apprenticeship

## Downton Abbey Revisited

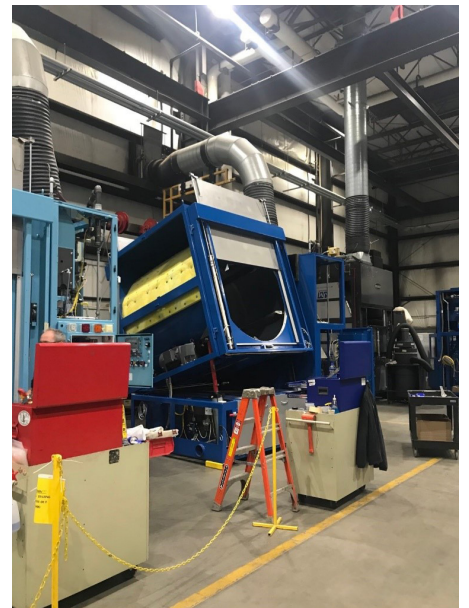


On a recent trip to Asheville, NC my husband and I visited the Biltmore Estate. While touring the estate we were introduced to the inner workings of the vast household staff that attended to the needs of the Vanderbilt family. It reminded me of one of my favorite shows – Downton Abbey. I am a self-described Downton Abbey crazy. I enjoyed every minute of the journey through the daily household happenings at the Crawley Family Estate. The Biltmore Estate gave me the opportunity to witness firsthand a view of those responsibilities and the tools with minimal technological capabilities that helped them do their jobs. I am ever amazed at the ability of a staff to organize and manage the daily needs of such a large home with little to no technological advances that make those chores manageable. Laundry for instance. Laundry may be the only household chore I do really well, but I can't imagine how I would manage without my front load washer with "add a garment" feature, my gas powered "non-fabric-shrinking" dryer, and my "can't live without it" Rowenta iron. I spend a great deal of my allotted chore time managing the laundry needs of two adults (plus a dog) and I am amazed at how it was done way back when and I am so thankful for those who made the ease of throwing in a Tide Pod and hitting start an option.

I am eternally grateful to the engineer who transformed the theoretical idea of "Isn't there an easier way to do this?" into the practical building of technologically advanced equipment for the benefit of all. It reminds us that engineers and the manufacturers they work for have an enormous impact on the day to day workings of our modern lives and our subsequent quality of life. Finding and implementing creative solutions to our real-world problems is what our manufacturers do and one of the reasons we as a community need to support their ability to be competitive and grow right here in Central New York.

My laundry example can be seen right here in Syracuse as you tour the plant floor at G.A. Braun. The products made there are a direct result of needing to create a solution for handling large amounts of laundry efficiently and consistently while utilizing less people to do so. Their large machines handle the cleaning for the estates of modern day America - hospitals, hotels, and cruise ships who need to prepare clean linens on a daily basis. The machines not only wash, but dry and fold automatically. If I only had a 1,000 square foot laundry room I'd be all set!

G.A. Braun is a participant in our apprenticeship program and a supporter of MACNY's ongoing efforts to support workforce training in Central New York.







Cindy Oehmigen

Director of Energy and Corporate Services

## I Don't Want to Go "Green"

More and more I am finding it difficult to separate my "work life" from my "not work life." That isn't a bad thing. It just happens that the things that interest me most cross over that fine line. Let me attempt to explain by giving an example.

If you have followed some of my articles you already know that as the Director of Energy, I try to stay on top of technologies that are emerging in that field. Technologies that make us more efficient, give us cleaner energy, and lessen the burden on the New York State grid. Along with those, I have an interest in green energy storage (what to do when the sun is not shining, and the wind is not blowing).

Take a leap with me to my "not work life." I serve on the board of a foundation whose purpose is to care for the health of a local lake. The lake is primarily recreational (it is not a water source like Skaneateles). That doesn't mean that any type of pollution can be ignored. It supports fishing, swimming, and boating – all things that are negatively impacted by the dreaded blue-green algae blooms that have been in the news each summer for the past two years. This foundation is doing a lot of research and reaching out to others for potential solutions to the country-wide problem. There is a fair amount of agreement that the algae blooms are the result of high nitrogen in the waters coupled with particularly warm temperatures. Likely contributors are agriculture runoff and decomposition of vegetation at the bottom of the lakes.

The foundation is focusing on how to minimize runoff and vegetation, but a new solution caught my attention. For the last few years there have been several research institutions and groups who are studying how bacteria can be used to decrease the nitrogen in lake bottom sediment by creating microbial fuel cells. These "batteries" are powered by bacteria. According to one article in SCIWorthy, there is

evidence that adding specific plants to the battery system makes it more effective. Plant roots harbor lots of useful bacteria and use some form of nitrogen to build up their tissue.

In its simplest form, the fuel cell is constructed with a positive terminal (the cathode) made from titanium wire and the negative terminal (the anode) made from carbon fiber. When bacteria break down the organic matter in the lake sediment, they release electrons and generate electric current along the wire. Electric current releases ammonium ions, a form of nitrogen from the sediment. Some of the bacteria breaks down the ammonium to form gas bubbles of nitrogen that bubble out of the lake. Adding the plants seems to speed up this process by taking up some of the ammonium as fertilizer. This data has only been gathered in a lab setting to help protect the environment, so much work still to be done, but it shows promise

In another article on ScienceDaily, our own Binghamton University researchers were highlighted for having created a bacteria powered battery on a single sheet of paper. It creates enough energy to power disposable electronics. Imagine a power source so portable that it can serve in "remote, dangerous, and resource limited areas." What a leap this could be for all kinds of applications such as healthcare in remote areas.

I am all for solving world health problems, but even a good start on the ominous green muck that smothers my fish and fouls your drinking water would be welcome progress.

Sources:

<https://sciworthy.com/bacteria-powered-battery-helps-remove-lake-pollution/>

<https://www.sciencedaily.com/releases/2016/12/161221110606.htm>

<https://www.forbes.com/sites/robertglatter/2018/08/20/paper-and-bacteria-the-nextgen-battery/#5c1f49893100>



Patty Clark  
HR Services Manager

## New Year's Resolutions - They're Not Just For Individuals!

Every January individuals look back at their previous year. Sometimes they are happy with the outcomes and sometimes they want to make changes or resolutions. Most people promise to lose weight, eat healthier, or maybe spend more time learning a new hobby. According to a study conducted in January 2018, 37% of those interviewed were going to eat healthier, 37% were going to exercise more, and 24% were going to take better care of themselves. While we all try, most people struggle to stay on course with their resolutions.

Just like individual resolutions, employers can make them too. Most companies struggle with finding the right skilled employees. Perhaps they need to look at changing their recruiting techniques. Human Resources Today recently posted an article titled "15 New Recruiting Trends You Should Implement in 2019," a few of those trends are as follows:

**Recruitment Marketing** – A process used to attract the desired candidates using marketing techniques. While recruiting uses just the process of application, selection, and hiring, the marketing portion adds interest, consideration, and awareness. Use marketing techniques to get candidates interested in your company and what it has to offer an employee.

**Inbound Recruiting** – Instead of waiting until your company has an opening to advertise and attract the right candidate, a company should implement inbound recruiting. This marketing technique is used to make potential employees want to work for your company.

**Employer Branding** – This is an updated term to describe an employer's reputation and popularity as the place people want to work. According to research conducted by LinkedIn, 75% of job seekers research a company's reputation and branding. If a company has a poor reputation, they will struggle to attract and retain desirable employees.

**Candidate Experience** – A candidate's experience in a company's overall recruiting process has an effect on past, current, and future candidates. If the experience is positive throughout the process, a candidate is more likely to become and stay an employee and refer others to join the team.

This is just a sampling of the new and improved recruiting techniques to review when your HR department considers their New Year's Resolution. I hope you have a healthy and prosperous new year!

Sources:

<http://www.humanresourcetoday.com/2019/strategy/trends/?open-article-id=8963465&article-title=15-new-recruiting-trends-you-should-implement-in-2019-updated-&blog-domain=talentlyft.com&blog-title=talentlyft>

<https://www.statista.com/chart/12386/the-most-common-new-years-resolutions-for-2018/>

## Hot Off The Line

**Q** - Can an employer deduct from an employee's PTO bank for being late?

**A** - Requiring employees to use available PTO when they are absent from or late to work is not illegal, but the policy should be clearly stated in your handbook.

## Stats & Facts

- According ISO MarketStance, nearly 56% of organizations with 5,000 or more employees carry Employment Practices Liability Insurance (EPLI), compared to less than 2% of businesses with 1-4 employees. EPLI is insurance to help protect against allegations of sexual harassment and other workplace wrongdoings. *Source: HR Magazine, September/October 2018*
- The Health FSA limit on employee contributions for taxable years beginning in 2019 increased to \$2,700. *Source: Brown & Brown Compliance Bulletin*

## 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](mailto:pclark@macny.org).

## CPI

| Wage/Clerical   | October | September | Pt. Chg. (Mo.) | % Chg. (Mo.) | % Chg. (Yr.) |
|---|---------|-----------|----------------|--------------|--------------|
| 1967=100  | 735.9   | 734.4     | 1.4            | 0.2%         | 2.7%         |
| 1982-84=100   | 247.0   | 246.6     | 0.5            | 0.2%         | 2.7%         |
| <b>Urban</b>  |         |           |                |              |              |
| 1967=100  | 757.5   | 756.2     | 1.3            | 0.2%         | 2.5%         |
| 1982-84=100   | 252.9   | 252.4     | 0.4            | 0.2%         | 2.5%         |
| <b>Unemployment Rates</b>   |         |           |                |              |              |
| October - Onondaga County: 3.3; Metropolitan Syracuse Area (MSA): 3.5 |         |           |                |              |              |



Joe Vargo  
Executive Director  
Partners For Education & Business

## PEB Is Engaging Companies and Students About Careers

Preparing for a career is a process that builds the foundation for your future. Partners for Education & Business (PEB) has recognized the importance of students being exposed to careers earlier and is taking a leadership role in delivering career awareness and career exploration services for students in the region. The model used is about describing pathways to college and careers so that students learn that there are many options available leading them to make better college and career choices.

Starting the process in middle school increases the awareness of careers as students begin to form a vision in their mind about their own career path. The PEB model starts with its theme of Career Sparks, designed to identify individuals that share their career stories with students. Career Sparks can be parents, teachers, neighbors, or other people in the community who are able to tell their story about their job and the journey they took to get there. Also, Career Sparks are identified and publicized at events or on the web to provide more examples of successful people who can “spark” a student to pursue certain career pathways. This is also a great tool to promote non-traditional careers for women and minorities.

Engaging businesses and their employees, along with teachers recognizing the importance of exposing students to real-world work experiences is a powerful connection.



*Career coaching session for the Computer Information Studies P-TECH Program at PSLA at Fowler held in October. Carl is at the table in the top left of the photo.*

After attending his first Career Coaching event, Carl A. Thomas, MBA, Officer of Diversity and Inclusion at SUNY Upstate and Syracuse P-TECH Career Coach said, “Growing up I had both of my parents as strong role models, and the likelihood is that this isn’t the case for most of the kids that I saw today. I had it a lot easier in that respect. Seeing these kids, a lot of whom look not much different than I do, hits home for me in a different way. They’ll have to deal with some of the same struggles that I have just based on how they look, but they won’t have some of the advantages that I have had because of how I was raised. But I love seeing these kids and the fact that they’re trying to better themselves ... it’s inspiring to me. Oddly enough I probably got more out of it than they did.”



Last summer, the Auburn P-TECH program began their internships where students were given an opportunity to get some real experience and learn on-the-job skills. One of the Auburn students, Steven, was given the opportunity to work in Quality Control for Bo-Mer Plastics. Steven was taught how to calibrate and measure with veneers and a height gauge. Will, another P-TECH student, worked on the production floor at Bo-Mer running a shoe press, sonic welder, rotary molder, and station molder.

Students are learning, developing skills, and gaining valuable experience. The businesses are getting first-hand knowledge of what these interns are capable of and how they can fit into the future of the company. Kevin Casler, the Auburn P-TECH Coordinator, said, "There's a lot of other great educational programs out there. What makes P-TECH special is the students participate in mentorships, visits, job shadows, and most importantly, internships. These opportunities provide students with real practice and applications of the professional skill all students need in today's work place." Businesses are helping keep talent in their communities to allow them to grow and thrive.



*Auburn P-TECH student, Will, using a traveling head hydraulic cutting press.*

James Branch, HR Manager at United Radio and Career Coach for the P-TECH Program at ITC (pathways to Mechanical or Electrical Technician) sent this testimonial: "In my four years as a career coach, I have been very fortunate to mentor and help several P-TECH students receive employment opportunities. I have watched these students grow up to be the next generation of leaders in many organizations throughout CNY. I have seen them learn so much over the years and have also learned a lot from them in the process."



*Syracuse P-TECH student Travius Berkley works with mechanical assembler, Brock Nason, while interning at G.A. Braun. He is assembling a spread rail assembly for a sheet feeder. The machine feeds bed sheets into an ironer.*

Some of this year's P-TECH seniors at ITC participated in extended job shadows over the summer. Brian Bell, an ambitious student studying Mechanical Technology, spent time at G.A. Braun and stated, "The best thing about my experience was being able to learn and increase my knowledge through hands-on experiences. Overall, it has been a great experience and I would definitely like to come back and possibly work here."

Interested in hosting students at your facility or becoming a career coach/mentor for students in the Central New York area? Contact PEB at 315-448-1012 or [kathyb@macny.org](mailto:kathyb@macny.org).





David Freund  
Chief Leadership Officer

## What Are Your Plans?

Well, it's 2019, are you ready? Do you have a plan for the year? Don't allow yourself to fall into a situation where you are left saying could have, would have, or should have. Those are tragic words because they are the results of lost opportunity. It's important to be intentional each and every day, so let's take a look at a few things all of us can do to make 2019 an amazing year.

We begin by taking control of our daily agenda. Time is a very limited resource, and we must protect and preserve this precious commodity at all costs. Start by planning each day of your week. I know that this may sound like a burden, but it's all in how you look at things. You wouldn't just throw money into a roaring fire, so why would you be careless with your time. Determine the one or two most important things that you must complete each day. Remember to eat your ugliest frog first. For example, I am doing this as I write this article. I am on vacation, but due to events that were out of my control, I wasn't able to work on this article earlier. So, it's Monday morning and I am sitting at the island in my kitchen eating my ugliest frog. (To be clear, I don't view writing as an unbearable task, but I am on vacation today.) I know that once I complete this task, I will feel a great burden lifted off my shoulders and my day will be amazing. Marisa and I discussed eating ugly frogs on Episode 43 of The Next Page podcast. Feel free to go back to that episode for a few more tips.

Another great tool for accomplishing your goals is to establish times of focused work without distractions. Cal Newport, in his book "Deep Work," illustrates the power of this practice. By shutting down emails alerts, turning off cell phone notifications, and placing a do not disturb sign on our doors, we can accomplish large amounts of work in relatively short blocks of time. Place this time on your calendar so your coworkers can see that you have blocked out the time. You will be surprised by how much you can accomplish in one 45-minute session.

Are you a Lark, Owl, or Third Bird? Wow, from ugly frogs to birds! Seriously though, Daniel Pink, in his book "When," reveals the scientific secrets of perfect timing. Larks are morning people; Owls are people who are active late into the night, and Third Birds, are the rest of us. Not quite the early risers, but still not Owls. Our energy level, cognitive ability, and moods are not consistent throughout the day. We all start out our day and build toward a peak, drop into a trough, and then rebound before the day is over. Depending on the type of bird we are, this cycle starts earlier or later. You need to determine what type of bird you are and plan your day accordingly. The best time of day to perform certain tasks depends on the task. Analytical tasks should be done at your peak times, administrative types of work should be scheduled in your trough times, and work that requires insight should be completed in your rebound times.

I would like to close with two quotes from my mentor, John Maxwell:

"Your success is found in your daily agenda," and "Things left undone at the end of the day are left undone for eternity."

Plan accordingly and 2019 will be amazing!

# Month at a Glance... JANUARY

- 8 Lean - Six Sigma and Structured Problem Solving Yellow Belt (2-day training)**  
Dates: 1/8 & 1/15; Time: 8:30 AM - 4:30 PM; Cost: \$800 per MACNY Member (\$720 per Individual Member) / \$1,000 per non-MACNY Member; Facilitator: Cindy Oehmigen, MACNY
- 9 Myers-Briggs Type Indicator (MBTI) Training**  
Time: 12:30 - 4:30 PM; Cost: \$250 per MACNY Member (\$225 per Individual Member) / \$350 per non-MACNY Member; Facilitator: Hilary Hext, MACNY
- 10 Supervisory Leadership (5-day Training)**  
Dates: 1/10, 1/17, 1/24, 1/31 & 2/7; Time: 8:30 AM - 12:30 PM; Cost: \$850 per MACNY Member (\$765 per Individual Member) / \$1,100 per non-MACNY Member; Facilitator: David Freund, MACNY
- 10 Maximize Your MACNY Membership Session**  
Time: 9 - 10 AM; No Cost; All members and non-members are welcome to attend!
- 11 Technology Council: Block Chain/Bit Coin**  
Time: 8 -10 AM; Cost: No cost for Technology Council Members and Individual Members / \$40 per non-Technology Council Member; Presenters: Bahram Attaie, Syracuse University along with IBM's Richard Gordon, Jenn Blair, and Ben Amaba
- 11 Syracuse University's Project Management Certification Training (4-day training)**  
Dates: 1/11, 1/18, 1/25 & 2/1; Times: 9 AM - 3 PM; Cost: \$1,350 per MACNY Member (\$1,215 per Individual Member) / \$1,650 per non-MACNY Member; Facilitator: Patrick Penfield, Syracuse University
- 14 Lean - Six Sigma Green Belt Program Online Course**  
Cost: \$2,240 per MACNY Member / \$3,000 per non-MACNY Member; Facilitated online by Syracuse University
- 14 Lean - Six Sigma Black Belt Program Online Course**  
Cost: \$4,480 per MACNY Member / \$5,200 per non-MACNY Member; Facilitated online by Syracuse University
- 15 HR Breakfast Briefing - 9 to 5 No More: Regulating Employee Off-Duty Conduct**  
Time: 8 - 10 AM; Cost: \$25 per MACNY Member / \$35 per non-MACNY Member; Presenter: Katie Schafer, Attorney, Bond, Schoeneck & King, PLLC
- 17 Rescue Mission Donation Drive**  
MACNY is collecting donations of winter gear and hygiene items through January 17th
- 17 Annual Post-Holiday Party**  
Time: 4:30 - 7 PM; Cost: \$50
- 22 Everyone Communicates, Few Connect - Presenters Edition**  
Time: 8:30 - 10:30 AM; Cost: \$125 per MACNY Member / \$225 per non-MACNY Member
- 23 ERP Solutions - Panel Discussion**  
Time: 8 - 10 AM; No cost
- 30 Lean - Six Sigma Green Belt (8-day training)**  
Dates: 1/30, 2/12, 2/27, 3/12, 3/27, 4/9, 4/23 & 5/14; Times: 8:30 AM - 4:30 PM; Cost: \$2,300 per MACNY Member (\$2,070 per Individual Member) / \$3,000 per non-MACNY Member; Facilitator: Jim D'Agostino, CNYTDO

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



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

**MACNY STAFF**  
(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**  
Manager of Membership Engagement &  
Community Outreach



**David Freund, Ext. 20**  
Chief Leadership Officer



**Hilary Hext, Ext. 24**  
Training Manager



**Jim Beckman**  
Senior Consultant



**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

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

**APPRENTICESHIP PROGRAM STAFF**  
(315) 474-4201



**Martha Ponge, Ext. 16**  
Director of Apprenticeship



**Meghan McBennett, Ext. 18**  
Apprenticeship Coordinator

**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



**Marianne Ferris**  
P-TECH Business Outreach Coordinator



**Yael Miller**  
CNY STEM Program Coordinator