

# MANUFACTURING MATTERS

## MACNY to Recognize Member Companies Celebrating Milestones at 106th 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 23rd at the SRC Arena & Events Center. Congratulations on your anniversary and we wish you many more years of success!

### 160 Years

Pathfinder Bank



### 150 Years

St. Joseph's Health



### 110 Years

Sturges Manufacturing Co., Inc.  
Briggs & Stratton Corporation



### 100 Years

KeyBank



### 50 Years

Filtertech  
INFICON, Inc.



### 25 Years

Berry Global Inc.  
Covanta  
All-Seasonings Ingredients, Inc.  
WestRock



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TICKETS**

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Randy Wolken  
President & CEO

## Optimism is Strong. Now We Need to Invest in Our Infrastructure.

The latest National Association of Manufacturers (NAM) *Manufacturers' Outlook Survey* shows nine consecutive quarters of record optimism, with an average of 91.8% of manufacturers feeling positive about their own company's outlook over that time frame, compared to an average of 68.6% across the two years of 2015 and 2016. However, an important concern of manufacturers is our deteriorating infrastructure. 77% of manufacturers say crumbling infrastructure threatens their competitiveness. At MACNY, we agree with them.

All great nations invest and reinvest in infrastructure. Too many of our current day infrastructure systems are in an alarming state of disrepair and in urgent need of new funding. Communities and manufacturers need modern transportation, energy, broadband, and water infrastructure systems to meet the demands of today's global economy. It's time for our leaders to make an investment in our nation's infrastructure.

NAM recently released "Building to Win" which is an ambitious initiative to revitalize our nation's failing infrastructure. Originally released ahead of the 2016 elections, the updated proposal serves as a blueprint to repair our roads, bridges, rails, airports, ports, and waterways and revolutionize the infrastructure that makes the American Dream possible. Some key recommendations from "Building to Win" include the following:

- Implement strong accountability measures to ensure funds go to projects offering the greatest value for businesses, families, and the economy.
- Relieve highway bottlenecks and repair America's crumbling highways and bridges.
- Create a reliable, user-based, long-term funding stream so users can have the safe, efficient highways needed.
- Accelerate the implementation of NextGen air traffic management technology and upgrade our runways and airports to world-class standards.
- Take an expedited approach to deepen ports, upgrade aging locks, and enhance intermodal connections by spending the balance in the Harbor Maintenance Trust Fund.
- Promote regulatory and fiscal policies that incentivize continued record levels of private capital reinvestment in our railroads.
- Streamline regulations to reduce the cost of delayed infrastructure.
- Promote new energy infrastructure investments as a means of improving U.S. infrastructure's resilience to climate change.
- Robustly expand public-private partnerships for drinking water and wastewater projects.
- Streamline regulatory processes across multiple agencies and levels of government to foster the use of next-generation communications infrastructure, such as cutting-edge broadband or 5G technologies.

Let's make key infrastructure investments so they help manufacturers and our communities grow.



# 2019 Energy Solutions Summit New York

**TUESDAY, JUNE 11** | 8:00 AM – 6:00 PM  
Turning Stone Resort Casino\*, Event Center, Verona, NY

## HIGHLIGHTS

- **10% Incentive Certificate** on any new qualifying electric and/or gas project\*\*
- Ride 'N' Drive: Test drive electric cars onsite
- Informative sessions focused on cost savings and energy solutions
- Vendors offering new and innovative technologies, products and services

Register and learn more at [EnergySolutionsNY.com](http://EnergySolutionsNY.com)

\*Turning Stone is a participating Energy Efficiency customer of National Grid.  
\*\*National Grid large commercial and industrial customers are eligible.



## SAVE THE DATE!

### PEB's Annual Awards Program

June 12, 2019  
7:30 - 9:15 AM  
Le Moyne College

**Join us in honoring students, families, educators, and the business community!**

### 2019 CNY STEM Scholarships

**CNY Women in STEM  
STEM Business Champions  
Mentor Program**

**Students of The Year  
P-TECH Recognition  
Parent University**



**To sponsor this event, or to learn more, contact Joe Vargo at [joev@macny.org](mailto:joev@macny.org) or 315.448.1012**



Cindy Oehmigen

Director of Energy and Corporate Services

## Finding More Free Time

First there was the pizza delivery guy for when you knew you wanted pizza specifically from your favorite place. Then there was Grub Hub. You could order almost anything you wanted to eat from a wide variety of your favorite places. Now there is Robbie. This UFDS (Unmanned Food Delivery System—I made that up) makes deliveries to your door step and there is no one to tip!

The growth of this technology is nothing short of impressive. All around the George Mason University campus in D.C. you will see these automated coolers on wheels making deliveries to students. Sodexo has partnered with Starship Technologies, an autonomous delivery company, to offer this delivery option as part of George Mason's meal plan with a handful of food locations for a nominal fee. The "bot" even sends you a text message when it arrives.

Amazon has their own version in the works. The delivery "Scout" is soon to be available in Snohomish County, Washington near Amazon's headquarters. All seem to have similar approaches to improving efficiencies. They climb steps, they will sound an alarm if picked up (someone trying to steal them), are managed by GPS location systems, and are directed by the recipient to the drop off location.

We have had automated warehouse systems and AGVs (automated guided vehicles) for a number of years, but newer technology offers even smarter systems. The systems are enabled to pick parts, place them in bins, and transport them to workstations where additional work is done by human beings.

A slightly different version with a different purpose is also coming on line. There are additional videos that show

robots operating in Ocado's automated warehouse (in Andover, UK) for packing groceries. Up to 65,000 orders are packed every week. Walmart is using robots to unload tractor trailers and restock items on shelves. And not to be left behind, FedEx is testing "SameDay Bot" to deliver packages to customers. We have high expectations for immediate fulfillment.

The applications seem to be endless. Luggage delivery at the hotel, clothes from the dry cleaners, groceries to your door step, food to the college student at the library. There does seem to be some issues yet to be resolved. If we no longer take that trip to the store, the restaurant, the drycleaners, where will we get our steps in? What do we do about congestion on the sidewalks? How do these bots steer clear of bicycles? And then there is the challenge of weather for us Northeasterners. Do bots come equipped with a plow? I live out of town. Am I left out of the loop? Perhaps I will be delegated to drone delivery only. I don't think that is quite ready for prime time. I imagine I will be seeing our UPS delivery driver for a while yet. And he comes bringing dog biscuits for my official greeter. She is fine with that.

For more information visit:

<https://www.foodandwine.com/news/george-mason-university-food-delivery-robots>

<https://www.youtube.com/watch?v=R6go2E5SRd8>

<https://www.cnn.com/videos/business/2019/02/27/fedex-delivery-robot-sameday-bot-zw-orig.cnn-business>



David Freund  
Chief Leadership Officer

## The Secret to Success

Have you ever wondered why some people seem to accomplish so much more in life? How can that be? Are they more talented? Do they have more time than other people? That last question is the easiest to answer; none of us get more time. We each get 24 hours in each and every day. The talent question might be a bit harder to answer, but I do know exceptionally talented people who are struggling. I think the secret to success is consistency. Now I know that's not a very exciting or inspiring concept but stick with me through this short article and let's see if I can convince you.

**The Compounding Effect** - If a 25-year-old saved \$6,462 per year for 40 years they would have \$258,480. If we add a compounding annual growth rate of 6%, their investment would end up growing to \$1,000,000. The savings plan was good, but the consistency of the compounding interest was the secret. If a 40-year-old had a goal of \$1,000,000 in savings when she turns 65, she would need to save \$18,227 per year for 25 years. Her out of pocket savings would be \$455,675. Almost \$200,000 more of her hard-earned money simply because she started 15 years later. She lost 15 years of compounding interest.

Just like money, growth compounds. It builds upon itself. In 2005 John Maxwell and Les Parrott wrote a short book titled *25 Ways to Win with People*. It's a quick read filled with simple actions that you can take to build solid relationships with people. Leadership is influence, and if you can't influence people, you cannot lead them. If each week you practiced one new skill from the book, and the next week added a new skill from the book, in less than six months you could be a master at making people feel valued. These new skills would dramatically improve your ability to influence people. The greater your influence with others, the greater your ability to lead.

**Consistency & The Rule of Five** - If you need to chop a tree down, each day go out with a sharp axe and take five whacks at the tree. Before long, the tree will fall. Imagine how hard it would be if you went out and had to chop the tree down in one session. Whack after whack for hours and hours. Perhaps the axe would get dull, and you would still be chopping. Success is the same. Each day, consistently doing the same small success habits leads to profound accomplishments in the future.

The key to consistency and applying the rule of five is knowing WHY you are doing it. If your why gets fuzzy, you won't be able to maintain consistency. In John Maxwell's book, *The 15 Invaluable Laws of Growth*, you can find the Why Test. If you answer yes to several of these, you have a WHY problem.

- Do you consistently procrastinate on important tasks?
- Do you require coaxing to do small chores?
- Do you perform duties just to get by?
- Do you consistently talk negatively about your work?
- Do efforts of friends to encourage you irritate you instead?
- Do you start small projects and abandon them?
- Do you avoid self-improvement opportunities?

So, how did you do? Do you have a why problem? If you think you do, spend some time thinking about your life. Why are you here? Why did you choose your profession? What do you want your life to be? After you regain your why, it's time to restart your life of consistency and begin allowing your actions to compound day after day and year after year. Just like investing, starting early and being consistent in the things that matter is the secret to success.



**Martha Ponge**  
Director of Apprenticeship

## Are You All In?

The manufacturing sector is facing the perfect storm when it comes to finding and developing the workforce of the future. If manufacturers hope to sustain a workforce, large enough and with the necessary requisite skills, to support their growth, they need to address their workforce challenges head on.

The challenges are not a big surprise to anyone in manufacturing. The Baby Boomers are retiring from all sectors at a rate of 10,000 a day in the United States. This is an enormous problem. Add to that, workers with enough education and training, ready to fill those spots is insufficient; or students with the necessary skills often choose careers in the “glitzier” computer tech sector.

Where does this leave us? What options for successfully recruiting talent do we have? My suggestion is to go all in! For example, when programs that address the workforce challenge solutions arise, such as registered apprenticeships, get involved with advisory panels and working boards. Be at the table when decisions about what will work best in a community are first being discussed. Instead of standing by the side and “sticking a toe in the water,” take a chance and “dive in” and be an early adopter.

Often, when communities are working together to discuss options, we will work with elected officials to help guide and support their efforts. When we looked for funding to support the New York State Manufacturers Intermediary Apprenticeship Program (MIAP), we turned to our State Legislature for support. Having community members who were involved in economic development, career pathway programs, and other community initiatives carried a lot of weight. The State Legislators we contacted knew we weren’t looking for free money, instead, they recognized

that MACNY and the numerous manufacturers we support already had real skin in the game. When you are asked to write letters of support, please consider it. Take the time to truly understand the request and express what your company needs succinctly to those who are able to help. A letter to the editor is another way to bring more community awareness to an issue or call others with similar missions to action.

Finally, if you aren’t spreading the word about the amazing things manufacturers in Central New York do – start today! Be your biggest advocate. Start a mini marketing campaign. Create a video to show to student visitors from middle schools, high schools, and even summer camp programs. Invite the media in to do a story about the shared learning happening on your manufacturing floor. Let millennials know you have a pathway designed for their professional growth. “If you build it, they will come” worked with the Field of Dreams and we manufacturers have to build a vision of the opportunities available at our companies. I believe that if we work together to build the vision and put it out there for all to see, they will in fact come.

**Here are two examples of how you can “Go All In” this month:**

Share our Apprenticeship Video with a person you know who may benefit from seeing manufacturing with their own eyes. View here: <http://bit.ly/pathwaystojobs>.

Attend the PEB Annual Awards Signing Day Ceremony. See High school grads and college grads sign their employment papers to begin their first job in manufacturing right here in Syracuse, NY. Learn more at <http://bit.ly/PEBAnnualAwards2019>.





Tiffany Latino-Gerlock  
Director of Government Relations  
& Communications

## **The 2019-20 New York State Budget - What Manufacturing Companies Can Expect to See in The New Budget**

A new state budget was passed by April 1st, and I am pleased to announce that it included \$750,000 for MACNY's Manufacturing Intermediary Apprenticeship Program, known as MIAP.

From the start of budget negotiations, MACNY members, Alliance partners, and passionate supporters of MIAP joined efforts to strongly advocate for the continued funding of this important program. This critical funding will allow us to continue the great work we have been doing to date to support the more than 200 manufacturing apprentices who are presently enrolled in MIAP. These hardworking men and women are improving their skill levels and career pathways, while helping their companies boost productivity, increase staff retention, and meet workforce challenges. We applaud the New York State Senate, which included the \$750,000 in its one-house budget resolution, and we thank all the Senators and Assembly Members who pushed for this funding in the final state budget.

Another budget highlight was the passage of a historic permanent two percent property tax cap. MACNY has long supported the property tax cap, which was first implemented in 2012 and has since provided savings of more than \$23 billion. The measure works by placing a cap on the growth of school property taxes at two percent or the rate of inflation, whichever is less. MACNY recognizes that a stable property tax cap, supplemented by real mandate relief, will serve as a crucial step to improving New York's overall economic climate and bolstering the state's manufacturing competitiveness.

Finally, we are pleased that the State Legislature and Governor decided to remove language from the final state budget that would have expanded the definition of public works and imposed construction prevailing wage on nearly all economic development projects in the state. This proposed expansion could be considered again post-budget session and could significantly drive up construction costs and halt countless projects, if passed. As the 2019 Legislative Session progresses, we will continue to share our collective voice on this proposal, as well as other proposals such as a massive renewable energy mandate, and urge members of the Legislature to consider the needs of all manufacturers in New York.

If you are concerned about pending legislation that could potentially harm your business, please contact me at 315-474-4201 ext. 13. I am here to answer any of your questions or to help advocate on your behalf.



## WELCOME OUR NEW MEMBERS...

### **Benchmark Services, Inc.**

Benchmark provides professional procurement services to commercial and industrial customers. They work with customers to align them with the right solution and supplier. Utilizing their services and supplier network provides many options to our customers.

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

### **Bryant Industrial**

Bryant Industrial provides welder training and certification for manufacturers, contractors, and municipalities. The owner, Tom Bryant, has been training welders since 2001. As a Veteran-Owned small business, Bryant Industrial is actively involved in building communities.

Visit them at: <http://www.bryind.com/>

### **Industrial Steel & Boiler Services, Inc.**

Industrial Steel & Boiler Services is a leader in boiler repair and power plant services. Their staff is comprised of experienced professionals who assure that all services are performed to the highest industry standards.

Visit them at: <http://www.isbservices.com/>

### **Laura Thorne Consulting**

Laura Thorne Consulting is focused on helping businesses and individuals become more effective by working on the right things to accomplish the desired result.

Visit them at: <https://www.laurathorneconsulting.com/>

### **Loretto Management Corporation**

Loretto is a comprehensive continuing healthcare organization which provides a variety of services for older adults throughout Central New York.

Visit them at: <https://www.lorettocny.org/>

### **RiverDawg Products**

RiverDawg Products, LLC is a full service product development firm. They will work with your team to help develop your product from concept to prototype on through production with a tried and proven process.

Visit them at: <https://www.riverdawgproducts.com/>

# WELCOME



Hilary Hext  
Training Manager

## New Ways to Think About Performance Culture

Does your company have a dated performance culture? Think about it! If your company is using the same template of questions from 20 years ago to appraise your workforce, it might be time for a change. I understand change can be difficult for everyone – especially when using legacy data to track performance in your company. But, it could be beneficial to add new approaches to your current performance culture strategy. What I mean by performance “culture” is cultivating a feedback/learning and development model with your employees instead of waiting until the end of the year to comment on their growth.

I was chatting with my boss, Dave Freund, the other day and he said one of his coaching clients’ companies has now switched almost completely to a coaching and mentoring model instead of the traditional performance appraisal model. I thought that was amazing! The younger generations are more conditioned to respond positively to these types of communication. A constant stream of feedback is the new performance appraisal.

Not only is feedback encouraged but becoming a self-learner and taking initiative of your own personal development journey is also emphasized. Gone are the days where your boss should tell you what opportunities, books, or trainings you should take – those are all initiatives you should pursue on your own! Personal development and growth is a self-led journey focused on yourself and your goals. Some ideas are to listen to a podcast that inspires you, read a leadership book, or ask your peers for feedback.

Performance appraisals are important and when considering the new workforce, it’s also important to supplement new ideas into the old ways of performance culture. I hope you will try something new with your strategy and create a new performance culture at your company!

**For additional questions or training on this topic, contact Hilary directly at [hhex@macny.org](mailto:hhex@macny.org) or (315) 474-4201 ext. 24.**

## Hot Off The Line

**Q** - We are a manufacturer with 100 employees and are updating our handbook. We are looking at the section on employee leaves and have a question about maternity leave. Are we required to give those going out on maternity leave any time other than Short Term Disability (STD), Family and Medical Leave Act (FMLA), or Paid Family Leave (PFL) if qualified?

**A** - No, you are not required to give any extra time to someone out on maternity leave (unless medically necessary). You are more than welcome to, but not required. It is important to have it documented in your handbook and be consistent in giving the extra time.

## Stats & Facts

- According to Talent LMS, 61% of new hires do not receive training on company culture. *Source: [www.talentlms.com](http://www.talentlms.com)*
- 25 to 85% of women report having experienced sexual harassment in the workplace. Researchers say the reason for the wide range is that many individuals do not consider certain forms of unwelcome sexually-based behaviors as “sexual harassment.” *Source: [Bamboohr.com](http://Bamboohr.com)*
- MACNY now offers a free Workers’ Compensation Hotline. Learn More: [www.macny.org/business-solutions/human-resources/](http://www.macny.org/business-solutions/human-resources/)

## DID YOU KNOW?

In partnership with Brown & Brown Empire State, MACNY is now offering a free Workers’ Compensation Question Hotline.

Simply complete the form located at [macny.org/workers-compensation-hotline/](http://macny.org/workers-compensation-hotline/) and a representative from Brown & Brown will be in touch to discuss and answer your question.

Any additional services completed by Brown & Brown at your request will be at the expense of the requesting company.

We hope you will find this to be a valuable addition to your MACNY membership.

## CPI

Wage/Clerical	February	January	Pt. Chg. (Mo.)	% Chg. (Mo.)	% Chg. (Yr.)
1967=100	733.4	730.2	3.2	0.4%	1.3%
1982-84=100	246.2	245.1	1.1	0.4%	1.3%
<b>Urban</b>					
1967=100	757.2	754.0	3.2	0.4%	1.5%
1982-84=100	252.8	251.7	1.1	0.4%	1.5%
<b>Unemployment Rates</b>					
February - Onondaga County: 4.1; Metropolitan Syracuse Area (MSA): 4.6					



**Joe Vargo**  
Executive Director  
Partners For Education & Business

## Preparing Today's Students for Tomorrow's Jobs in Healthcare

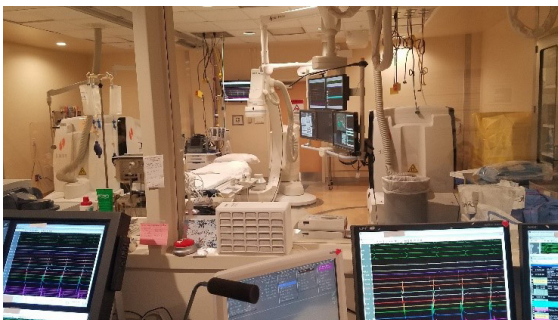
On March 15, the Computer Information Systems and Health Information Technology P-TECH students had the opportunity to tour the yet-to-be-unveiled-to-the-public Simulation Center at Upstate. Over \$5M in construction and \$3.5M in the latest equipment has gone into this state-of-the-art center; a place where students can learn and medical practitioners can consult.

Trips like this make those careers real and this trip was filled with many “wow” moments. We met SimMan, pictured to the right. He will be a “patient” here in this massive setting with patient care rooms and an operating room and all the latest technology. He will respond to medication and be as close to a real patient as possible.



If that weren't impressive enough, the group then toured the Cardiac Catheterization Lab (seen below) and the Electrophysiology Lab. They also witnessed 3D Processing and 3D Printing (seen below), where parts of a heart were actually re-created. These photos makes it crystal clear why these technology career paths can lead to jobs in healthcare.

Additionally, students learned that a patient's medical record is no longer on paper attached to a clipboard at the end of the bed! It is electronic and on wheels and the information from every medication, every test, and every procedure are captured and placed on that electronic record. Students were able to see the interconnectivity between medical equipment and a medical record. The students also visited the Data Center and the Pathology Department in the 5th floor Cancer Center. Still not done, the students then toured Upstate's Operations at the Galleries, and were treated to lunch. Mark Zeman, CIO at Upstate (also a P-TECH Career Coach) spoke with the students about their limitless future in technology and healthcare. That was reinforced by Darci Cook from HR, who spoke about current job openings at Upstate. She informed the students about benefits and why that should be a consideration when selecting an employer. Information like this gives students a lot more to think about, even though insurance and retirement are probably not on their radar currently.





## Women in Engineering Day at Jordan-Elbridge High School

Now in its 7th year, the “Women in Engineering Day” event has grown to include students from neighboring school districts to the host school – Jordan-Elbridge (J-E) High School. PEB and J-E staff collaborated to bring in teams of female engineers to present at the event, discuss their careers, share what they do in their jobs, and describe what’s needed to pursue a career in engineering. Careers in Electro/Mechanical, Chemical, Industrial, Paper, Bioprocess, and Civil Engineering were portrayed by representatives from Baker Hughes/GE, Welch Allyn, SUNY ESF’s Paper & Bioprocess Engineering program, and C&S Companies.

In addition to the dialogue and presentations offered by the female engineering teams, this year’s event included a team-building design project conducted by one of the school’s Technology teachers. At the end of the event, the students were invited to visit each company’s table where they could ask questions and take part in interactive demonstrations, including trying out some of the companies’ products.

Sixty female students from Cato-Meridian, P.V. Moore, Skaneateles, West Genesee, Union Springs, and, J-E High Schools participated. Twenty-eight percent scored their experience as “more than satisfactory,” while 72% scored it as “excellent.”



*A project-based learning exercise provided a competitive environment for students to learn about design principles.*

## Auburn P-TECH Spring Job Shadows



*Students at Bo-Mer work with an employee to assemble a planter.*

This spring, Bo-Mer Plastics, Currier Plastics, and Baker Hughes (a GE company) hosted job shadows for the Auburn P-TECH program. P-TECH students were given the opportunity to learn what types of jobs are available and what skill sets are required to work at the host companies. The job shadows also help companies to evaluate a student in their own setting. The job shadows help bring the student and the company one step closer to an internship and a possible job opportunity.

At Baker Hughes, students learned about production engineering, research and development software, and engineering management. Students were also able to practice soldering under the watchful eye of Baker Hughes employees. The Auburn P-TECH students impressed the hosts with their questions and soft skills.

The students at Bo-Mer Plastics learned how to make and assemble planters at their job shadow. The students participated and learned specific skills like material handling, deburring parts, molding parts, stapling wicks, and light assembly. The students enjoyed getting out of the classroom and actively learning “real world” skills. Students were given a souvenir planter for their experience at Bo-Mer.

At Currier Plastics, the students were shown 3D printers, cleanrooms, molds, and the toolroom. They were also introduced to computer engineering programs. Currier also explained the start-up process of plastic molding machines, the products Currier produces, and the challenges that Currier engineers work on every day to make their products better. Mentoring coaches at Currier also gave students career advice to help in their career decision making process.

Thank you to all of our hosts for making these job shadows memorable for the Auburn P-TECH students!

# FEATURED TRAINING

## Syracuse University's Project Management Certification Course

### Program Overview:

This course is intended for people who are interested in developing skills in project management. After the class, you will take Syracuse University's Project Management Certification Exam which will certify you as a Project Management Professional.

### Topics Covered:

- Understanding the elements of successful project management
- Reviewing and understanding the project review process
- The organization and planning necessary, from requirements definition to project closure
- The process used to determine project scope, estimate costs and schedules, organize and staff a project, monitor project progress, and develop lessons learned from completed projects
- Complete Project Management Exam and Receive Certification

### When:

From 9 am - 3 pm (lunch included) on Friday, May 17th; Friday, May 24th; Friday, May 31st; and Thursday, June 6th

### Facilitator:

Patrick Penfield  
Syracuse University

### Where:

MACNY  
5788 Widewaters Parkway  
Syracuse, NY 13214

### Cost:

\$1,700 per MACNY Member  
(\$1,535 per Individual Member)  
\$2,200 per non-MACNY Member

### Registration:

To register, email Hilary Hext at [hext@macny.org](mailto:hext@macny.org) or visit [macny.org/events](http://macny.org/events) to complete an online registration.

Questions? Call (315) 474-4201.



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**MERRIL HOGE**

For additional information visit:  
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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...

**May 9 June 13 July 11**

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!



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