

MANUFACTURING MATTERS

MACNY Celebrates 106th Annual Dinner

On May 23rd, over 600 MACNY and community members came together for our 106th Annual Dinner and Awards Ceremony at the SRC Arena and Events Center. The keynote speakers for the evening were Robert Andrews, Former President and Current Chairman of the Board of Morse Manufacturing and his son, Nathan Andrews, President of Morse Manufacturing and current Chairman of MACNY's Board. Together they participated in our second annual Legacies in Manufacturing Conversation facilitated by David Freund.

The evening's celebrations included the 19th Induction Class into MACNY's Manufacturers Wall of Fame. The Manufacturers Wall of Fame recognizes individuals who have made significant contributions in manufacturing in Central and Upstate New York. This year's class includes Patrick Morocco of Bartell Machinery Systems and Rick Harrington, who recently retired from The Raymond Corporation.

The 8th Annual Innovator of the Year award was also presented to this year's winner, Dr. Chao Wang of Cryomech, Inc. The Innovator of the Year Award, sponsored by Corning Inc., allows for employers to recognize deserving individuals within their companies who have gone above and beyond in terms of their work, productivity, and dedication to innovation and manufacturing.

In addition to the Manufacturers Wall of Fame and Innovator of the Year awards, MACNY presents awards to members reaching significant milestone anniversaries. This year we were able to recognize Pathfinder Bank (160 years), St. Joseph's Health (150 years), Sturges Manufacturing Co., Inc. (110 years), KeyBank (100 years), Filtertech (50 years), INFICON Inc. (50 years), Berry Global Inc. (25 years), Covanta (25 years), All-Seasonings Ingredients, Inc. (25 years), and WestRock (25 years).

We cannot forget to mention and recognize the overwhelming support we received throughout the year from you, our dedicated and supportive membership. Of particular note, we would like to extend our sincere gratitude to the dozens of companies who sponsored this event. Our annual dinner celebration would not be possible without your support. Thank you for your continued support of MACNY and its mission. For a full display of our event sponsors, turn to pages 10 and 11.

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PRESIDENT'S MESSAGE



Randy Wolken
President & CEO

Thanks for Another Successful Year – Our 106th!

MACNY is celebrating its 106th 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's membership is now made up of over 330 manufacturers and businesses in 26 counties with over 50,000 employees. MACNY also leads the Manufacturers Alliance of New York State (MANY) which has over 2,500 member companies and represents 425,000 manufacturing employees in the State of New York.

MACNY's founding members would still recognize what they founded because MACNY has stayed true to its mission – helping manufacturers and businesses thrive. However, it has been transformed into a 21st Century trade organization providing state-of-the art services and advocacy. With a growing staff of 20+ individuals, 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 hundreds of events in the last year ranging from our 600-person Annual Dinner to individualized training and learning sessions.

We are honored to serve thousands of individuals in order to help them thrive in today's global and hyper-competitive economy. We are also proud to deliver comprehensive workforce solutions that support career pathways from high school and beyond with our involvement in P-TECH, Career and Technical Education, skilled labor training, our nationally recognized Apprenticeship program, and many learning and training programs.

Over the years, we have expanded our offerings to serve many other businesses beyond manufacturing and technology companies. Today, about one-third of our members are service providers that support local manufacturers and businesses. We provide them with the same great services we offer to manufacturers. This extensive network allows our manufacturers to get the services they need and helps our advocacy mission be more successful.

We continue to add to the way we have traditionally served our members. We have grown our advocacy efforts throughout New York State and in Washington DC. This year, we had a near miss on adopting a NYS Budget that would have eliminated the manufacturing income tax for small and medium companies. We are convinced this will become law soon like our successful effort to cut the corporate manufacturing income tax to zero a few 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 health care. 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 organizations, for 106 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 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!

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**MACNY - The Manufacturers
Association**



Cindy Oehmigen

Director of Energy and Corporate Services

Total Productive Maintenance or Total Talent Management? Perhaps both!

I would guess I am not the only one who has concerns about Artificial Intelligence (AI) and the negative impact it can have on the traditional workforce. Pretty scary to think you/your job could be replaced by electronics of some sort. And then I ran across an article that got me thinking differently about AI.

On November 29, 2018, Forbes featured an article about the changing role of Chief Human Resources Officers (CHRO). I was interested to read about how companies are enlisting neuroscience games to assess candidates for focus, memory, and risk aversion (I am thinking an updated version of the Rorschach Ink blots). That didn't surprise me. It was no surprise to me either that AI is helping digitize HR processes like sorting through resumes and other administrative tasks. What was significantly different was the use of AI to keep existing employees happy.

Building a well-performing workforce has several important components:

1. Identifying the skills/talents needed for the job opening
2. Identifying the candidates who have those skills and the flexibility to morph as the job requirements change
3. Once hired, keeping them

That last one may just be the most critical. By the time the talent has been acquired and on boarded, the company already has a significant investment in this employee (I have heard that replacement costs can run anywhere between 3-7 times their annual salary, and that's just the hard dollars. There is an emotional cost as well).

According to this article, attracting and retaining talent was the top issue for C-Suite executives based on a January 2018 survey of 1,000 business leaders. Low unemployment and a mismatch of skills to jobs creates a very tight market. This makes it even more important to keep your employees. I have long been a believer in growing the talent you have as a priority over hiring from the outside.

"The one thing that employees care about more than anything—more than money, more than benefits—is a career development and growth opportunity. If the employees can't develop a career path internally, then they're naturally going to start looking externally." Using AI to enrich the employee experience, is not a futuristic concept. AI can be used to gather data on employee engagement and through the use of algorithms, determine sentiment analysis—how they feel. All important information for talent managers who have plenty to do without the challenges of turnover.

It occurred to me a few weeks ago that companies/managers invest a lot of time, effort, and dollars to keep equipment up to date and in good working order (Total Productive Maintenance techniques, including use of predictive technology). I would argue it is more difficult to replace the person than a piece of equipment. Our talent has the same need for attention. We have the ability through this growing field of AI technology to apply the same principles to our workforce.

To learn more visit: <https://www.forbes.com/sites/insights-intelai/2018/11/29/meet-the-new-chief-human-resources-officer/#2060bc5a144b>



David Freund
Chief Leadership Officer

How Will You Grow This Summer?

It's finally June. Snow is no longer in the forecast and children in school are itching for their summer break. The evening air is filled with the smell of fresh cut grass and the aroma of burgers on the grill. And of course, I'm here with my summer growth suggestions. Last year I only had books, this year I also have a great podcast to share.

Find Your Way – Carly Fiorina, Tyndale *Unleash Your Power and Highest Potential*

Carly was one of the speakers at last year's Live2Lead, and she quickly captivated the audience with recollections of her growth path from a receptionist at a real estate office to CEO of Hewlett Packard. In *Find Your Way*, Carly takes you on an inspirational journey where you discover three aspects along the path to unleashing your potential; namely purpose, pursuit, and promise.

This book will cause you to stop, think, and reflect. You will ask yourself some very deep questions, and if you allow, they will bring new insight into your life. Carly will show you how to:

- Choose a path over a plan
- Use problems to propel yourself and your organization forward
- Overcome fear and procrastination
- Make smart decisions
- Reclaim your power for good

Leadershift – John C. Maxwell, Harper Collins *The 11 Essential Changes Every Leader Must Embrace*

You knew that I would have one of John's books on this list. This book is really great. Leadershift was released on February 5th of this year and is filled with John's experience

as a leader who continually grew and adjusted to meet the needs of an ever-changing world. As you read this book, you can tell that John was reflecting on his many years as a leader and realized changes or shifts that he had made to allow him to grow to a higher level. John does a masterful job of identifying the shifts and the walking you through the process of making the shift. You get the what and the how in John's homespun simple style. Here are just a handful of the shifts:

- *The Improvement Shift* – From team uniformity to team diversity
- *The Abundance Shift* – From maintaining to creating
- *The Reproduction Shift* – From ladder climbing to ladder building
- *The Impact Shift* – From trained leaders to transformational leaders

Ed Bastian, CEO of Delta Airlines commented, "Leadershift is about change and pushing yourself to greater heights in personal and corporate growth. I think there's nothing more important for a leader than to aspire to greatness, and as my friend John Maxwell reminds us, the only way you're going to do this is to keep shifting yourself upward."

My Podcast Recommendation

Podcasts are great tools for continuing your learning on a given topic or even learning brand new thoughts. They can be streamed or downloaded onto your smartphone so you can listen as you exercise, do chores around the yard, or during your commute. My recommendation for this summer is The John Maxwell Leadership Podcast. Since its official start on August 1, 2018, this podcast has grown to over 1 million downloads. Released weekly, the podcast typically replays a portion of a training that John delivered in the past. The frosting on the cake is when Mark Cole, CEO of John's companies, and a colleague unpack the golden nugget learnings by relating them to our daily lives. As an additional bonus, each podcast comes with a downloadable worksheet. It's like attending a Maxwell training each week. As John becomes more comfortable with podcasting, he has added interviews with various thought leaders.

I hope you take some time this summer to invest in yourself and enjoy some really great books and podcasts that carry you along your growth path.



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12 - 14

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AUGUST
1 - 4

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SEPTEMBER
6 - 8

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ADULT WEEKEND GENERAL ADMISSION: **\$45**
TEEN PRICING AVAILABLE. KIDS 12 & UNDER FREE
Save up to **\$30** per ticket! Deadline: August 19, 2019



OCTOBER
26

TICKET GALAXY BEER FESTIVAL

ADULT GENERAL ADMISSION: **\$40**
MUST BE 21 YEARS OR OLDER TO ATTEND
Save up to **\$10** per ticket! Deadline: October 7, 2019



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Tiffany Latino-Gerlock
Director of Government Relations
& Communications

Pass-Through Income Tax Cut Legislation

Every step forward is a step in the right direction. That is why we are very pleased bill **S.4671 Kaplan/A.636A Stirpe** was unanimously approved on April 30th by the Senate Budget and Revenue Committee and was advanced to the Senate Finance Committee. As you might know, this bill would provide a zero-percent tax rate for all manufacturers in New York.

This tax cut would be modeled after legislation that was signed into law by Governor Cuomo in 2014 to create a zero-percent Corporate Franchise Tax rate for manufacturers. That new rate has since served as an effective tool for retaining and growing manufacturing jobs statewide. However, it did not apply to S-corporations, proprietorships, LLCs, and partnerships (pass-through entities), even though pass-through entities outnumber C-corporations in New York. MACNY has and will continue to strongly advocate for S4671/A636A to help all our manufacturers grow and reinvest critical savings back into their businesses and local economies. If passed, this bill would place New York in the top 10 states for lowest income tax for small and medium manufacturers in the country. For further updates on the legislation, please visit MACNY's website at www.macny.org. And as always, we welcome your valuable input on how this bill could impact the future of your business.

I also wanted to take this opportunity to let you know that we are currently scheduling events for MACNY's **Government Relations Speaker Series: On the Road!** This is a great tool for manufacturers and businesses to stay connected with our public leaders. The speaker series event is marketed to other MACNY member companies and includes a roundtable discussion with the participating lawmaker, accompanied by a plant tour. If you are interested in hosting an event at your facility, please contact me at 315-474-4201 ext. 13. The speaker series events are typically held during the workweek and run about 1.5 hours. We will do our best to accommodate as many interested companies as scheduling permits.



Martha Ponge
Director of Apprenticeship

Pathways to Jobs

Pathways to Jobs is a new program laying the groundwork for students to pursue apprenticeships, career and technical education programming, P-TECH schools, and much more.

As automation and technology continue to grow in the manufacturing industry, job opportunities in the Central New York area are experiencing significant growth. To raise awareness, MACNY continues to partner with local public-school educators and companies in the private manufacturing sector to help enlighten interested students and parents about opportunities in skilled workforce.

In partnering with the Central New York School Boards Association, MACNY has initiated a full-court press at making students, parents, and educators more aware of well-paying, highly skilled manufacturing employment opportunities that are in high demand. This initiative, titled *Pathways to Jobs*, has held informational events at the Center for Instruction, Technology & Innovations (CiTi) in Oswego County, Cayuga-Onondaga BOCES, and Onondaga-Cortland-Madison BOCES. These well-attended events allowed interested students and their parents to speak to knowledgeable experts in the manufacturing industry and to discover pathways to potential internships.

The purpose of these events is twofold. First, to raise awareness of these opportunities in the local community, and to develop a pool of skilled workers for local manufacturers.

Creating a pathway for these students, who are particularly interested in pursuing a career path right out of high school, as opposed to the traditional four-year college track, with a promising opportunity to stay close to home while engaging in a rewarding, financially favorable, and real-world expertise building experience, is vital.

At the April 30th *Pathways to Jobs* event at the Onondaga-Cortland-Madison BOCES, six main panelists consisting of educators, manufacturers, and other community leaders shared the stage to share their stories and answer questions from the audience. In addition, a current P-TECH student taking college courses at the same time as high school sat on the panel to talk about his personal experience. Miguel Perez said, “What this means is that you have to be very dedicated and ready to be successful, and one of the primary ways of doing this is by following through and not quitting.”

As technology and automation continue to grow, future conferences will highlight the continuing demand in the local manufacturing community. Among the high skill jobs most in need are welders, technicians, and engineers. Creating more knowledge within households and alerting parents to the many opportunities of well-paying careers for their children is integral, especially as the workforce needs of manufacturers show little sign of subsiding.

2019 ANNUAL DINNER SPONSORS

We would like to extend our sincere gratitude to the dozens of companies who sponsored this year's annual dinner. Without your financial support, time, and dedication, our event would not have been possible. Thank you for your continued support of MACNY and its mission.

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Hilary Hext
Training Manager

Don't Forget to Plan Your Vacation!

It's already June, meaning we are almost halfway through the year! Have you taken any vacation time yet? I just returned from a 10-day vacation and it was exactly what I needed after a long winter. I got to spend time in the sun and enjoy time with my family. So, have you thought about what vacation you're going to take this summer? Many people forget to block their calendars and plan a vacation and let the days accrue each year without taking a break. Below are some reasons to take the time to get away.

- 1. You will be more productive.** There is no denying you will be more productive and excited to come back to work after you've seen something other than the same four walls and gotten out of the office. According to State of American Vacation 2018, it can improve focus by up to 78% and reduce burnout by 81%.
- 2. You will be HAPPIER!** After taking some time away from work for myself, it allowed me to refocus on my hopes, dreams, and goals. I felt so rejuvenated when I returned to work with a stronger focus on my work goals and what I wanted to accomplish. I can tell the difference in my attitude; I was happier to come back into work, see my colleagues, and get to work on my projects. My tasks are accomplished quicker and with more focus than before vacation.
- 3. You deserve it.** It's so important to take the time off that you've earned. It's there for a reason and your company supports you having a life outside of your job. There are many reasons employees do not take all their vacation time such as fear, guilt, and work tasks. It's important as a leader or HR professional in your company to encourage your colleagues and teams to take time away from work. This will decrease stress levels in your organization and will encourage more creativity and productivity.

Whether your vacation is a week spent at home, a long weekend getaway, or an international trip - consider planning it sooner rather than later. You, your boss, and your family will thank you!

Resources:

<https://www.allinahealth.org/healthyssetgo/thrive/importance-of-taking-vacation?id=36507232167>

<https://www.shrm.org/resourcesandtools/hr-topics/employee-relations/pages/workers-taking-more-vacation-.aspx>

Hot Off The Line

Q - I am a New York State employer with 125 employees. I have a full-time employee who was hired in February 2019 and is due to have a baby in June. Is she eligible for FMLA or Paid Family Leave? How about Short-Term Disability? How many weeks do we legally have to offer her for the leave?

A - Based on her hire date, she is not eligible for Paid Family Leave (which requires 26 consecutive weeks worked to be eligible) or regular FMLA (12 months of work for eligibility). She is eligible for Short-Term Disability. According to the NYS Workers' Compensation Board, "For pregnancy, women are covered for six weeks after a normal pregnancy and eight weeks after a Caesarian section (these lengths may be extended if there are complications). Women filing for post-childbirth benefits receive the same payment as those filing for other disabilities." I suggest reaching out to your Short-Term Disability (STD) carrier for assistance in setting up her leave correctly.

Additional Information can be found at: <http://www.wcb.ny.gov/content/main/offthejob/db-overview.jsp>

Stats & Facts

- According to statista.com, 156.97 million people are expected to be employed in 2019.
Source www.statista.com/statistics
- A job opening attracts an average of 250 applicants.
Source: www.ere.net
- 75% of human resources managers have caught a lie on a resume!
Source: www.fool.com/careers

CPI

Wage/Clerical	March	February	Pt. Chg. (Mo.)	% Chg. (Mo.)	% Chg. (Yr.)
1967=100	738.0	733.4	4.6	0.6%	1.8%
1982-84=100	247.8	246.2	1.6	0.6%	1.8%
Urban					
1967=100	761.5	757.2	4.3	0.6%	1.9%
1982-84=100	254.2	252.8	1.4	0.6%	1.9%
Unemployment Rates					
March - Onondaga County: 4.0; Metropolitan Syracuse Area (MSA): 4.4					



Marianne Ferris

P-TECH Business Outreach Coordinator
Partners For Education & Business

Generations Paying It Forward

It is exciting to recruit new career coaches, especially for new P-TECH Programs. It is also important that the students can relate to their career coaches. It is a bonus when the student and the coach not only share the same passion for a certain career field, but can relate on other levels too, perhaps they even went to the same school.

With the new Remotely Piloted Aircraft Systems P-TECH Program at Fowler, it was a challenge to find career coaches in this new field. Fortunately, a LinkedIn article provided exactly what I was looking for: a graduate from the Syracuse City School District who went to OCC and received a two-year degree in Electronic Media Communications who had been working for Sinclair Broadcasting Group. CNY Central knew they had to take advantage of drone technology, so they sent Quindell Williams and Matt Landers (another OCC graduate) off for some rigorous training on drone technology. The two passed the FAA Part 107 license and are now pilots of Sky Eye One.

I reached out to Quindell and Matt and told them about the P-TECH Program at Fowler. They were both so receptive to help in any way possible. Quindell (“Q”) and Matt signed up to volunteer as career coaches. They also volunteered to bring the CNY Central drone to Fowler and prepared a PowerPoint presentation, including a video, and addressed the students. They were a big hit with the students. I got to know “Q” and he shared that he truly believes it is his right, and privilege, to give back to young students.

At the same time, I was also recruiting career coaches for the Clinical Laboratory Technician P-TECH Program at Henninger. I met with Twiggy Eure, Director of Diversity and Inclusion from Crouse Hospital, and asked for help in that effort and before I knew it, I had a dozen responses. Last month, a new coach arrived at Henninger, so I greeted her

at the door. She told me that she had gone to Henninger and was very excited to be back. She, too, felt blessed in her life and wanted to give back, expressing a desire that it would have been nice to have had this same opportunity when she was a student. Her name was Desiree Odom. She went on to tell me a bit about her own personal story including struggles as a young, single mom. In our conversation, I also spoke about some of the other P-TECH programs and mentioned the drone program. She mentioned that her son was a drone pilot for the local news media. I asked what her son’s name was. You guessed it! It was “Q”!

I mentioned that he was a career coach and he and his partner had come to speak to a class. She had no idea he was a career coach. But she beamed with pride when she spoke about him. She said he never gave her a bit of trouble growing up and what a fine young man he was. She, of course, mentioned the beautiful grandchildren that he and his wife are raising and pulled up the photos on her phone. “Q” also didn’t know that his Mom was a career coach. So, we took a selfie and I sent it to him saying I had found this woman in the halls at Henninger. He replied right away, with “OMG, that’s my Mom!”



The fact that neither of them knew the other one was giving back, volunteering their precious time, to help young students, makes this story even more special. I feel privileged to know them both. Desiree has every reason to be proud of her son and I know where he got his sense of giving back from!

A special thanks to Crouse Health and CNY Central for encouraging their employees to give back to today’s students!

2019 CNY STEM Scholarships Announced

Students from 25 different school districts in Central New York went online and applied for scholarships being offered by SRC, King + King, Ephesus, and INFICON. After downloading over 100 online applications and collecting transcripts and letters of recommendation, the top 40 were scored by independent reviewers. The top 19 were then brought in for personal interviews and again ranked by an esteemed panel of professionals.

There were supposed to be six scholarships awarded: three by SRC, and one each from King + King Architects, INFICON, and Ephesus. However, when the employers reviewed the talented applicants, both King + King and Ephesus decided to award two scholarships, instead of the one they had each planned. Those eight scholarships represent an investment by those companies of \$88,000, and the winners are:

Joshua Budihardjo	\$20,000 - SRC	Cicero-North Syracuse	Electrical Engineering
Kayla Gray	\$20,000 - SRC	New Hartford	Computer Science
Nichole Oleyourryk	\$20,000 - SRC	Hannibal	Computer Science
Brendan Rewakowski	\$ 8,000 – King + King	Westhill	Architecture
Grace Lockwood	\$ 8,000 – King + King	Fayetteville-Manlius	Architecture
Trevor Giardine	\$ 4,000 – Ephesus	SCSD - Nottingham	Mechanical Engineering
Garnet Grimm	\$ 4,000 – Ephesus	SCSD - ITC	Computer Science
Lucas Grabowski	\$ 4,000 – INFICON	East Syracuse-Minoa	Mechanical Engineering

These successful applicants will receive their official awards at the PEB Annual Awards Celebration to be held at the Campus Center at Le Moyne College on June 12th from 7:30 – 9:00 a.m. Awards will also be given to the 2019 STEM Champion, Women in STEM, Career Sparks, Business Partners, Apprentice and Students of the Year among others. This year's event also marks our Inaugural Job Signing Day. Scholarship winners from four years ago will be signing their employment agreements with SRC, as will P-TECH graduates and others. Hiring companies will be United Radio, SRC, G.A. Braun and WestRock.

PEB 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 or 315.448.1012**



Joe Vargo
Executive Director
Partners For Education & Business

Law Day 2019 Celebrated at PSLA/Fowler High School

Law Day Career Fair is held annually at Fowler High School – a collaborative effort on behalf of Partners for Education & Business (PEB) and the Onondaga County Bar Association (OCBA) and their Diversity & Inclusion Committee. The school has several Public Service Learning Academies that tie in well with exploring careers associated with Law and Law Enforcement, including Cyber Security, Computer Forensics, Geospatial Technology, Fire/Rescue, and Law Enforcement.

On May 3rd, 350+ students in grades 9-12 visited the Career Fair, speaking with representatives from 22 organizations, agencies, companies, and institutions of higher learning. The exhibitors brought in equipment used in the performance of their job, creating meaningful interactions with the students who had questions about their careers and encouraging the students to try on bullet proof vests, view confiscated weapons, and perform CPR on training mannequins. There was also a trio of lawyers representing the OCBA's Diversity and Inclusion Committee who took part in their "Lawyer Chat" program. Interested students could talk with one of the lawyers individually about classes they should consider taking in high school (pre-law), college degrees/courses, how to pay for law school, different types of lawyers, etc. A wide variety of law enforcement agencies participated as well as other entities that deal with facets of the law on an everyday basis. Many thanks to the representatives from the following institutions who made this day successful:

- AMR Ambulance
- Bryant & Stratton College
- City of Syracuse – Corporation Counsel and Zoning Depts.
- City of Syracuse Fire Dept.
- City of Syracuse Police Dept.
- Project InVEST
- Mohawk Global Logistics
- NYS Attorney General's Office
- NYS Comptroller's Office
- NYS DEC
- NYS Troopers
- OCBA's Lawyer Chat Program
- Onondaga County Center for Forensic Sciences
- Onondaga County Dept. of Emergency Communications (911)
- Onondaga County District Attorney's Office
- Onondaga County Law Library
- NYS Unified Court System
- Onondaga County Probation Dept.
- Onondaga County Sheriffs Spectrum News
- The Post-Standard/Syracuse.com



An interested student tries on a bullet proof vest while visiting the NYS DEC's Forest Ranger's booth

FEATURED TRAINING

Mastering Emotional Intelligence - Level 1

Program Overview:

Whether you are aware of them or not, emotions are intertwined in everything you think, do, and say each day on the job and throughout your life. Emotional Intelligence (EQ) is how you handle yourself and others.

People who develop their EQ communicate effectively, handles stress well, make good decisions, handle conflict productively, are better team players, respond flexibly to change, influence others more, and provide top-notch performance.

Topics Covered:

1. Discover what EQ is and why it matters at work.
2. Broaden your awareness of the role of your emotions in your job, your profession, and at work.
3. Explore the four EQ skills in action: Self-Awareness, Self-Management, Social Awareness, and Relationship Management.
4. Discuss real world examples and experiences, what works, what doesn't, and what to do next time.
5. From the Emotional Intelligence Appraisal assessment results, understand your current level of emotional intelligence (strengths and weaknesses) and where to focus your development.
6. Complete your own EQ Development Plan to include one EQ goal and specific EQ practice strategies that will help you achieve this goal.

When:

June 25, 2019

8:30 am - 4:30 pm

Facilitator:

David Freund, Chief Leadership Officer, MACNY

Where:

MACNY

5788 Widewaters Parkway

Syracuse, NY 13215

Cost:

MACNY Member - \$495

Individual Member - \$445.50

Non-MACNY Member - \$695

Registration:

To register, email Hilary Hext at hhex@macny.org or visit macny.org/events to complete an online registration.

Questions? Call (315) 474-4201.

WELCOME OUR NEW MEMBERS...

Bristol-Myers Squibb

Bristol-Myers Squibb is a global biopharmaceutical company whose mission is to discover, develop and deliver innovative medicines that help patients prevail over serious diseases.

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Retailers and brand merchandisers around the world have relied on Mack Studios for over 50 years – not just for the quality of their design/build solutions, but for their vision, efficiency, and unmatched customer care.

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Marathon Energy

Marathon Energy is a family owned and operated business that wants to be your trusted energy partner. They're committed to offering the highest level of customer service and competitive prices for heating oil (including clean, green Bioheat®), natural gas, and electricity.

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UPSCO was birthed from their vision to support the natural gas industry and the utility companies that operate within it. They offer metering fabrications, natural gas products, tools and equipment, rentals, and more.

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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...

June 13 July 11 August 8

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



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5788 Widewaters Parkway
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www.macny.org

MACNY STAFF
(315) 474-4201

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(315) 474-4201



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