

# MANUFACTURING MATTERS

## Partners for Education & Business Celebrates at Annual Awards Program and Hosts First-Ever Job Signing Day

PEB celebrated 26 years of preparing students for their future careers on June 12th at their Annual Awards Event. A new addition to the program was “Job Signing Day.” Nine students were recognized by making a commitment to their sponsoring company to begin employment for full-time, part-time, or summer jobs. Partnering businesses included Anaren/TTM; G.A. Braun; SRC, Inc.; and United Radio.



*PEB celebrates first-ever Job Signing Day at Annual Awards Program.*

The program opened with a call-to-order by PEB's Board President, Matt Tryniski of SRC, Inc. Dr. Linda LeMura, President of Le Moyne College, gave a Welcome address, as the event was held at the college. Remarks from MACNY President & CEO, Randy Wolken followed, and special recognition was given to the new Pre-Apprenticeship Program at Corcoran High School by a representative from Assemblyman Bill Magnarelli's office.

Students, businesses, mentors, apprentices, school/business partnerships, and STEM champions were recognized for their achievements during the 2018-2019 school year. For a full listing of award recipients, turn to page 15.

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Randy Wolken  
President & CEO

## Summer Reset

In Upstate New York, we really love our summers. The weather turns warm, school is out, and we can enjoy longer daylight. At MACNY, it is the time we prepare for our upcoming year of events and offerings. I am not going to lie, it is an exciting time for the team at MACNY.

We happily and excitedly use the summer months to plan and prepare for another great year ahead. We will update our training offerings and refresh our council events. We will envision even more value to offer to you, our members. It's also the perfect time for you to tell us what you want from us. We listen. We plan. We deliver – just like we have for 106 years and counting.

It works. We talk with you and you help us plan our year ahead. New offerings, new tours, and new presenters for our professional councils. This makes every year a chance to serve you better. Please help us do this. We need your help.

Our team stands ready to help you in countless ways. Check out our dynamic website. Call any one of our team members and talk with them about what you need. If we can't provide it, we can help you find someone who can. Each year we serve thousands of individuals and hundreds of companies. Together we can make sure your membership is delivering what you need and want!

During this last year, we began using our state-of-the-art digital presentation room. We started using it for small council meetings and trainings, so our member could join us from anywhere they were. This year we will outfit our Board Room to have similar technology and capabilities. This will open countless opportunities for you to participate. Soon many of our training and council events will be offered in live digital format and available online to be viewed at any time. We are excited to bring these great offerings to the thousands of individuals within our 300+ member companies.

We have big plans for the coming year. As mentioned, we will offer many new digital offerings that you can access anywhere and at any time. We will pursue new advocacy efforts to help your companies address your concerns and needs. We will launch new company offerings that help you find unique solutions and lower prices. We will help even more companies start apprenticeships in their workplaces. We will help you reach young adults and high school students who will work in our community in the near future. With your help, we are rebuilding a vibrant manufacturing and technology sector!



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David Freund  
Chief Leadership Officer

## How Good is Your Bench?

As July moves into August, we in Syracuse start to think about SU Football. Last year was such an amazing year with a 10-3 record and 6-2 in the ACC. Coach Babers has brought back the program and with it some good old-fashioned Orange Pride. What will this year look like? Was last year a fluke? According to ESPN, SU vs. Clemson in week three is “Game to Beware” for Clemson, and why not, the Orange came within inches of beating Clemson in Death Valley last season and knocked off the Tigers at the Dome in 2017.

So what does this have to do with leadership? Especially for a guy who never played the game but instead played in the band. Well, it has me thinking about bench strength. That’s right, bench strength. When I was a young company president, the chairman of our board told me that I was short a person. I made the best argument I had regarding staffing, and then he said, “and what happens if someone calls in sick?” You see, I didn’t have any bench strength. I was okay if everything went as planned and everyone showed up. But what if we suffered an injury? What if someone took a hard hit and needed to come out of the game? Who would I put in?

In *The 17 Indisputable Laws of Teamwork*, John Maxwell identifies law number 12 as the Law of the Bench. John likes to say great teams have great depth. I know that you will make the argument that it’s expensive to have a bench, and you are right, it is. People are expensive. Especially highly skilled engaged people, but what is the cost of lost opportunity? Our benches are not a luxury; they are an indispensable part of our organization. Let’s take a look at a few ways our benches are indispensable:

1. We need a farm system. In baseball, you have a farm system. Players progress from A ball to AA, then AAA and finally, if they are good enough, they can be called

up to the majors. Where do you expect to get your next group of stars? Who will be learning from the stars you have now? Your bench players are observing, helping, and playing against your starters in practice. With each day they move closer to a starting role on your team.

2. Your bench adds versatility and options. Every organization has its stars who are known for what they bring to the team. As good as they are, however, they all lack something. No one is good at everything. Your bench gives you the opportunity to bring in additional skills that you can call on in times of crisis. A strong bench also allows the team to scale up quickly when opportunities come, and sometimes the windows of those opportunities are very short.
3. Benches offer opportunities for recruitment. When we have an active bench, we are able to offer people greater opportunities within our organization. Just as it offers options to the leader, it also offers options to future team members to “test drive” through internships. We recently featured an interview on The Next Page podcast with a young man who received a scholarship from a member company. As part of the scholarship he was offered an internship, and based on his performance as an intern, he was offered a job. What a great path to employment!

Let me close with another sports analogy. I’m a big Yankees fan and have been my entire life. This year the Yankees’ prospects looked so good. Better pitching, sound defense, and the ability to play small ball when needed. Then the injuries came. One after the other starters became injured. Surprisingly as of the date I write this, the Yanks are in first place, 2 ½ games ahead of the Rays and 8 ½ games ahead of our rival Red Sox. Why are they in first place? They have a great bench. How about your team? Do you have a great bench?



Cindy Oehmigen  
Director of Energy & Corporate Services

## New York Manufacturers and Universities are Ahead of the Curve!

If you were to ask New Yorkers what state leads in manufacturing research and development (R&D), I will bet they would pick a state other than New York. I have heard people say that there isn't much manufacturing left here. That would be erroneous. While this is not proof, it is evidence. There are 14 centers across the country that are R&D technology focused and funded by NIST (National Institute of Standards and Technology). Three of them are headquartered in New York. I don't know the process by which the locations were selected, but I have to believe our manufacturing base and exceptional educational institutions played a big part in that decision. These centers operate under the Manufacturing USA banner. Each of these centers were set up to encourage public/private partnerships to work on specific challenges in their area of focus. The stakeholders include large corporations, start-ups, and universities. Each also has a workforce development/training component in what they offer to the communities they serve. By becoming a partner of one of these centers, companies have access to resources they would otherwise not have.

The following is a brief description of the various technologies and the facility locations. By the way, location is not as relevant as one might think. They each have hubs and outreach mechanisms to serve a broad geographic area. It is more about the field of research.

- 1. Advanced Functional Fabrics of America (AFFOA) - Cambridge, MA:** The merger of semiconductor technology into fiber and textile. My first thought is applications for wearables. Examples are a Smart Backpack, a data gathering hat, and a color changing fabric.
- 2. American Institute for Manufacturing Integrated Photonics (AIM) - Rochester, NY:** Integrating light-based technology with typical semiconductor chips to improve performance and reliability while reducing weight and power consumption. Applications for this technology are things like replacements for switches in "clouds" which are typically large power consumers and heat producers; or detectors to sense toxins such as Sarin gas.
- 3. America Makes - Youngstown, OH:** This center is focused on additive manufacturing. Most of you are probably familiar with 3D printing. That is the most common application. There are others that support patient-specific treatments, medications and drugs, joint replacement, and treatments for birth defects.
- 4. Advanced Robotics for Manufacturing (ARM) - Pittsburg, PA:** The work of this center is to drive growth for the rapid adoption of robotics. A key objective is to make robots safe and friendly as they work side-by-side with humans.
- 5. BioFabUSA - Manchester, NH:** This center is all about the industrial production of biological tissue. Applications are used for burn injuries, toxicology screening, and therapies to cure diseases.
- 6. Clean Energy Smart Manufacturing Innovation Institute (CESMII) - Los Angeles, CA:** Smart Manufacturing integrates previously siloed manufacturing processes using sensors, controls, and platforms. All for improved decision making, sustainability, productivity, and energy efficiency.
- 7. The Institute for Advanced Composite Manufacturing Innovation (IACMI) - Knoxville, TN:** By combining carbon fiber with polymers, the resulting high-strength, low-weight materials are critical for vehicles to improve energy consumption or for compressed gas storage, or wind turbines. This institute works to lower the costs, energy, and time of production while keeping materials recyclable.



- 8. Lightweight Innovations for Tomorrow (LIFT) - Detroit, MI:** LIFT works to improve manufacturing processes such as melting metals, powder processing, coatings, and joining and assembly. All to use less metals for aerospace, automotive, shipping, and defense.
- 9. Manufacturing times Digital (MxD) - Chicago, IL:** Connects parts of the manufacturing life-cycle through data. Includes retrofitting legacy machines with advanced cyber security to the use of digital models and augmented reality. MxD provides factories with digital tools to build more efficiently.
- 10. NextFlex - San Jose, CA:** Flexible Hybrid Electronics have many applications. The low cost, small size, and reduced weight helps us take advantage of the internet of things. This technology allows us to monitor health and performance and can also monitor the health of a building or bridge. NextFlex works on challenges in commercializing these electronic products.
- 11. The National Institute for Innovation in Manufacturing Biopharmaceuticals (NIIMBL) - Newark, DE:** Biopharmaceuticals include vaccines, antibiotics, therapeutic proteins, as well as gene and cell therapies. The processes to produce these products is highly regulated with a large investment in time and money. This center is working on challenges related to developing those processes.
- 12. Power America - Raleigh, NC:** Working to develop smaller, more energy efficient power electronics to meet the needs of higher voltages, frequencies, and temperatures through silicon carbide and gallium nitride. Used in compact power adapters and vehicle charging stations, industrial motors, and power supplies for data centers.
- 13. Rapid Advancement in Process Intensification Deployment Institute (RAPID) - New York, NY:** This center focuses on process related industries such as chemical, oil and gas, and pulp and paper to help them become more energy efficient. Using modeling and simulation, the center assists companies in improving productivity, minimizing waste, and cutting operating costs.
- 14. ReMade Institute (Reducing EMbodied-energy And Decreasing Emissions) - Rochester, NY:** Lifecycle energy consumption for products can be greatly reduced by improving recycling and remanufacturing technologies. This center works to drive down the energy and costs to recover, reuse, and remanufacture metals, fiber, polymers, and electronic waste.

I high encourage you to take a look at this link and consider how one of these centers could help improve your business. It is leading edge R&D: <https://www.manufacturingusa.com/institutes>

I am proud that New York has more of these centers than any other state. There is a reason.

If you would like assistance connecting to one of these organizations, email me at [coehmigen@macny.org](mailto:coehmigen@macny.org).

# GOVERNMENT RELATIONS



Tiffany Latino-Gerlock  
Director of Government Relations  
& Communications

## MACNY Holds First Government Relations Speaker Series of the Year with Onondaga County Executive Ryan McMahon at Cryomech

MACNY's 2019 Government Relations Speaker Series kicked off June 6th at Cryomech with guest speaker Onondaga County Executive Ryan McMahon. Along with a group of about 25 MACNY members, the County Executive toured the facility to see first-hand why Cryomech is recognized worldwide as a leading force in new cryocooler design and manufacturing. Following the tour, McMahon held a group discussion with Cryomech employees and MACNY members on various important issues, including economic development, infrastructure, workforce development, Syracuse's planned STEAM school, and the county's new Hire Ground program to help homeless individuals find jobs. We thank the County Executive, the entire team at Cryomech, and all our MACNY members who attended this event.

We believe MACNY's Government Relations Speaker Series serves as a great tool for Upstate and Central New York manufacturers and businesses to stay connected with our public leaders. Stay tuned for more events to be announced throughout the summer and fall that will feature some of our Members of U.S. Congress and the NY State Legislature.

Cryomech is known for many achievements in the industry. Cryomech has developed and produced the world's first commercially available 4K Pulse Tube Cryocooler. It also has manufactured the largest variety of single-stage Gifford-McMahon Cycle Cryocooler available anywhere.



From left to right: Ryan McMahon  
(Onondaga County), Kelly Wypych  
(Cryomech), and Randy Wolken (MACNY).





**Martha Ponge**  
Director of Apprenticeship

## Apprenticeship Program Recognizes Apprenticeship Champions

On June 12th, the MACNY Apprenticeship Program formally recognized, for the very first time, the Apprentice of the Year and the Apprenticeship Company of the Year. The awards were given out as part of the Partners for Education & Business Annual Awards Ceremony at Le Moyne College.

The Apprentice of the Year Award went to Alexis Havens. Alexis is MACNY's first New York State Registered Apprentice to complete a designated trade program. Alexis completed 4,000 hours of on-the-job learning as well as over 288 hours of related technical instruction to complete the minimum requirements for this nationally recognized credential. Alexis entered her apprenticeship with credit for prior work experience and on October 22, 2018, merely a year after she was enrolled in the two-year apprenticeship program, Alexis obtained her Journeyworker's Card as a Quality Assurance Auditor. Currently, Alexis is a Calibration Technician at Manth Brownell, in Kirkville, NY.

As part of her rigorous training, Alexis spent eight days at the Mitutoyo America Corporation in Chicago to train in their lab. At this facility, she was able to train with many other calibration professionals across several different industry sectors. The hands-on related instruction training focused on dimensional metrology, measurement, inspection, and calibration. This very specialized training, coupled with classes provided through ToolingU, gave her the foundational skills essential to grow her mastery of the skills needed to repair high-tech quality inspection equipment. She works alongside quality inspectors, auditors, calibration technicians, and quality engineers daily.

The Apprenticeship Company of the Year award recognizes a company who has supported apprenticeship at their company as well as in the community. Precision Systems Manufacturing, Inc. is a company who believes that a Registered Apprenticeship Program is a vital workforce solution for manufacturers across the country. They are finding enormous success in utilizing registered apprenticeship to attract, train, and retain talented employees. They do this because they believe in the concept of a structured on-the-job learning program and have a commitment to invest in both their employees and their company.

Ted Jeske is the President of Precision Systems Mfg., and he is an employer who doesn't believe in just training, but in developing an atmosphere of continuous learning at his facility. Ted explains, "For an apprenticeship program to be successful, a company needs to develop a culture of continuous learning. For a culture of continuous learning, a company needs people who are ready to learn and people who are ready to teach." As such, while finding candidates with some type of related background experience is ideal, Precision finds it very important to identify candidates who have the right attitude, are willing to learn, and are interested in developing their skills. At the same time, they look within their current workforce to identify those who are willing to teach the next generation of skilled workers.

Congratulation to both Alexis and Precision Systems Mfg., we wish you continued success in the coming year and look forward to working with you again.

# ANNUAL DINNER

## PHOTO ALBUM











Hilary Hext  
Training Manager

## Wellness in the Workplace

Does your company have wellness objectives? Did you know that by fostering an environment for happier and healthier employees you could save money and increase retention? I know it might sound obvious, but a lot of companies are struggling with how to do this. While there are certainly many ways to infuse wellness into the workplace, I'd like to share some simple ways to get your organization moving in the right direction.

It's important to think about your workforce and the type of culture you have at your company. Think of ways to serve your employees in healthier ways. For example, create a wellness newsletter that includes an events calendar with health-focused activities in your local area, healthy recipes, and a list of any company-wide health initiatives. Your company could also hold monthly events or bring in professionals to do lunch and learns to share ideas and promote a healthier workforce. Topics could include stress management, relaxation techniques, healthy snacking, meal preparation, exercise, and healthy sleep habits. This is a great way to reach your employees and increase team morale.

Another idea is to plan healthier meal offerings during workplace meetings. For example, instead of donuts, bring in fruit, granola bars, and/or yogurt. Consider having healthier snacks available in your cafeterias and vending machines. During celebrations, instead of having cake, switch it up and try seasonal fruit.

Looking for more? MACNY is now partnering with Metro Fitness to help member companies with their wellness initiatives. They can help with education, gym memberships, individualized coaching, or programming like the ones listed above. There are so many opportunities to keep your employees happy and healthy!

If you're interested in learning more, please contact me via email at [hhex@macny.org](mailto:hhex@macny.org).

**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** – The election season will be here before we know it. I was wondering when does an employee need to request the time off to vote, can I designate when the time can be taken, and is the time off paid?

**A** – Governor Andrew Cuomo announced on 4/1/19 that all employees may request up to three hours of paid time off to vote. The request must be made at least two working days prior to the election. Also, an employer can designate the time be taken at the beginning or the end of the shift and yes, the time off is paid. At least 10 days before every election, employers are required to post the notice prominently in a place where it may be seen by all employees. Be sure to update your voting leave policies in your handbook.

## Stats & Facts

- According to SHRM, 60 percent of job seekers have stopped filling out an application because it was too long or too complex. *Source: www.SHRM.com*
- A survey conducted by Allegis Group, reported that 72 percent of hiring managers said their job descriptions are clear, while only 36 percent of candidates agree. Something for employers to think about when creating a job description for an open position. *Source: Allegis Group, Talent Advisory Industry Benchmark Study*
- In 2018, 92 percent of manufacturing employees were eligible for health benefits provided by their employer. *Source: Kaiser Family Foundation*

## 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	April	March	Pt. Chg. (Mo.)	% Chg. (Mo.)	% Chg. (Yr.)
1967=100	742.7	738.0	4.7	0.6%	1.9%
1982-84=100	249.3	247.8	1.6	0.6%	1.9%
<b>Urban</b>					
1967=100	765.5	761.5	4.0	0.5%	2.0%
1982-84=100	255.5	254.2	1.3	0.5%	2.0%
<b>Unemployment Rates</b>					
April - Onondaga County: 3.4; Metropolitan Syracuse Area (MSA): 3.7					



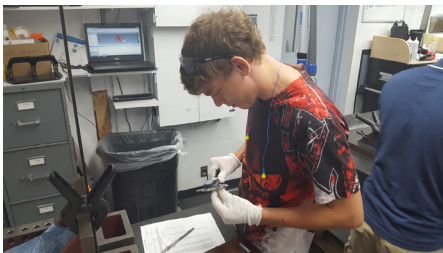
**Joe Vargo**  
Executive Director  
Partners For Education & Business

## **Farm Equipment Today Includes Computers, Drones, and GPS!**

What can you do with an education in Computer Information Systems? In today's world, it would be easier to tell you what you can't do. Everything we touch and everything we see is because of the technology behind information systems, so finding real world experiences for ninth graders who may be interested in this field was easy. Showing them the possibilities that they haven't even imagined is exciting. The ninth-grade students enrolled in the Computer Information Systems P-TECH Program at PSLA at Fowler were clearly enlightened on a recent trip to Cazenovia Equipment.

Farm equipment and farming today is computerized! Like any industry, you need to have the data in order to make decisions that ultimately make your business profitable. Erick Haas, from Cazenovia Equipment, created a comprehensive presentation that showed students the total reliance on data that is critical in today's agricultural industry. Students learned that today's tractors are equipped with GPS, touch screens, and some are even remotely driven. Just as an air traffic controller can see and identify planes in the sky above on a computer screen, we were able to see a large local farm and identify which tractors were idling and which were moving in the field and where. Drones ("flying computers") can determine moisture levels in fields below. During this field trip, Eric launched a drone and gave the students some "hands-on" experience. The Remotely Piloted Aircrafts Systems P-TECH ninth graders at Fowler, will be visiting Beak & Skiff later this month to witness drones pollinating the fields.

## **Auburn P-TECH Summer Internships**



This summer will mark the second year the Auburn P-TECH program will be participating in the summer internship program. The program is expanding to include MACK Studios. The internships provide the 11th grade students with the opportunity to get a real-world learning experience with a company that is willing to invest in the student as a potential employee. Some of the skills the students will learn include soft skills, problem-solving, and teamwork. The students benefit because the experience makes their academics more relevant by getting hands-on experiences and interacting with employees and supervisors.

Bo-Mer Plastics and MACK Studios benefit by working with their potential future workforce in their own facilities. These companies will see the P-TECH students in action; working, familiarizing themselves with their host company, and developing professional relationships with the employees and supervisors. These working relationships provide these companies with a "first look" and an opportunity to consider them for jobs for summer or upon graduation. Some students may get an option to continue working during school vacations and before or after their school day. Once the P-TECH students complete the program with their associate degree, companies can offer to hire the student full time.

Thank you to both Bo-Mer Plastics and MACK Studios for providing these opportunities for students enrolled in the Auburn P-TECH program.



## PEB Recognizes Students, Businesses, Mentors, Apprentices, Partnerships, and STEM Champions at Annual Awards Program

**CNY STEM Champion:** Phil Rubenstein, United Radio

**CNY STEM Scholarships:**

**SRC, Inc.:** Joshua Budihardjo, Kayla Gray, and Nichole Oleyourryk

**King + King:** Grace Lockwood; Brendan Rewakowski

**INFICON:** Lucas Grabowski

**Ephesus Lighting:** Trevor Giardine and Garnet Grimm

**AT&T Women in STEM:** Susan Graham, SUNY Upstate and Dr. Linda LeMura, Le Moyne College

**Merchants of Hope Mentoring:** Mentor of the Year – Lekia Hill; NYS Mentoring Program of the Year - National Grid and Dr. Weeks Elementary; NYS Mentoring Program of the Year - YMCA of Greater Syracuse and ESM Elementary

**Parent University Award:** Janet Kimatian

**Career Sparks:** Mark Jordan, Laboratory Alliance of CNY; Peter Plumley, M.O.S.T.; Steven Schill, INFICON

**Businesses of the Year:** King + King Architects, Ephesus Lighting, and Cryomech



**P-TECH Business Partnerships of the Year:** Volpi, Upstate Medical University, INFICON, Crouse Health, and NUAIR Alliance



**PEB Sector Strategy Award – Advanced Manufacturing:** Lockheed Martin, Gear Motions, WestRock, and CiTi BOCES

**Apprenticeships:** Company – Precision Systems Mfg.; Individual – Alexis Havens, Manth Brownell

**Students of the Year:**

- Rosel Ali Alfahdawe, LPP Program/Henninger HS
- Joseph Alleman, OCM BOCES/Cortland Jr./Sr. HS
- Benjamin Cameron, Syracuse Academy of Science
- Joseph Capra, Syracuse Academy of Science
- Hunter Cartwright, Seven Valleys New Tech Academy/Marathon High School
- Kaleigh Chartrand, OCM BOCES/Fabius-Pompey High School (Overall Winner)
- Declan Coe, OCM BOCES/Baker High School
- Daniel Dohanich, Seven Valleys New Tech Academy/Marathon High School
- Tyler Elderbroom, Paul V. Moore High School
- Zachary Havens, Paul V. Moore High School
- Mana Kulmiya, LPP Program/Nottingham High School (Overall Winner)
- Dale Paine, OCM BOCES/Innovation Tech
- Jadin Thomas, OCM BOCES/W. Genesee High School

**P-TECH Students of the Year:**

- Brian Bell, Syracuse P-TECH at ITC
- Ailiyah Morris, Syracuse P-TECH at ITC (Overall Winner)
- Eliza Velazquez, Syracuse P-TECH at ITC
- Jenna Sliwaka, Auburn P-TECH at Auburn High School
- Cati-ann Blodgett, Oswego County P-TECH/Sandy Creek High School (Overall Winner)
- Matthew Jeffery, Oswego County P-TECH/G. Ray Bodley High School
- Faith Johnson, Oswego County P-TECH/Paul V. Moore High School

**A special thank you is extended to this year's sponsors for making the Annual Awards Event possible:**

Anaren/TTM, AT&T, Bo-Mer Plastics, Cathedral Candle Company, C&S Companies, Community Bank, Covanta, Crouse Health, Cryomech, CPS Recruitment, Dupli, Empower FCU, Ferrara Fiorenza PC, Haylor, Freyer & Coon, HSM Packaging, INFICON, Le Moyne College, Lockheed Martin, Morse Manufacturing, National Grid, NUAIR Alliance, SRC, Inc., United Radio, and Xylem.

## Mary Rowland Promoted to Chief Financial Officer



Please join us in congratulating Mary Rowland for her promotion to Chief Financial Officer!

Mary, a Certified Public Accountant (CPA), first joined MACNY in July 2014 as the Controller. Since then, her responsibilities have continued to increase and her team has grown. In the past five years since Mary has joined the team, MACNY has made significant growth and changes and Mary grew right along with us. We are very happy to have Mary on the team and are excited to announce her promotion.

Mary is a participant in key decisions as a member of the executive management team. She also oversees the administrative, financial, and risk management accounting decisions for MACNY. Additionally, Mary manages all financial reporting and monitors accounting systems designed to preserve MACNY's assets and reports them to our Finance Committee.

Mary leads MACNY's Finance Council where finance-focused professionals and business leaders come together to learn about what's happening in the world of accounting and finance.

Randy Wolken, MACNY President & CEO, states: "We are so fortunate to have Mary on our team. Her dedication and talent are integral to what we do and how we serve our members. We are thrilled to be promoting her and we hope all of our members will join us in congratulating her! On behalf of MACNY and our board of directors we extend our sincerest gratitude to Mary for her hard work."

### MACNY, THE MANUFACTURERS ASSOCIATION PRESENTS...

## 22ND ANNUAL GOLF TOURNAMENT



This event will sell out! Register today!

Email Julianne at [jpease@macny.org](mailto:jpease@macny.org).

Members and Guests of Members Welcome to Play!

### MONDAY, JULY 22

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

Bellevue Country Club  
1901 Glenwood Avenue  
Syracuse, NY 13207

Sponsorship opportunities and foursomes are available!  
To register, contact Julianne at [jpease@macny.org](mailto:jpease@macny.org) or (315) 474-4201 ext. 19.

# FEATURED TRAINING

## Root Cause Analysis/Corrective Action

### Program Overview:

This practical, interactive training program is designed to provide quality and operating professionals with an understanding of the processes and techniques that lead to root cause analysis and effective corrective action. The course presents the context and the tools for determining the root cause of non-conformances which will allow for the implementation of effective corrective action. Presented through case studies and group workshop exercises, this course will strengthen your ability to take the fundamental steps for continual improvement.

### Topics Covered:

- ISO and Corrective Action
- The Plan, Do, Check, Act Cycle
- An 8 D Approach to Corrective Action
- Correction, root cause analysis and corrective action
- A Tool Box for Corrective Action – Five basic tools for success

**When:** July 18, 8 am - 12 pm

**Facilitator:** Tara McNerney

Tara has provided quality and environmental management training, auditing and implementation services to industries for over fifteen years. She has hands-on experience developing ISO 9001, AS9100, ISO 13485, and ISO/TS 16949 Quality Management Systems (QMS) and ISO 14001 Environmental Management System (EMS). She trains management teams, cross-functional implementation teams, internal audit teams. As a Quality Manager for a national engineering firm, she was directly responsible for the implementation of an ISO 9001 QMS, which culminated successful registration of 23 divisions across the country. Since starting her own firm over 11 years ago, she has provided ISO 9001 and ISO 14001 support to over 36 manufacturing and service organizations. Tara's knowledge and expertise in both Quality and Environmental Management Systems adds value to organization's by integrating common elements for more efficient, effective systems. She holds a Bachelor of Engineering degree from Manhattan College and is an ASQ-Certified Quality Auditor.

### Where:

MACNY  
5788 Widewaters Parkway  
Syracuse, NY 13214

### Cost:

\$350 per MACNY Member | \$315 per Individual Member | \$500 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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**July 11 August 8 September 12**

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