

# MANUFACTURING MATTERS

## Loretto's Jennifer Ingerson Honored with Transformational Leadership Award



On October 25th, leaders from across Central New York gathered at The Lodge at Welch Allyn for Live2Lead 2019—a re-broadcasted event from Duluth, Georgia. A full crowd heard John C. Maxwell, Marcus Buckingham, Angela Ahrendts, Rachel Hollis, and Chris Hogan share from their years of experience.

In addition to the Live2Lead event, MACNY honored Jennifer Ingerson, Vice President of Housing for Loretto, as the recipient of MACNY's third annual Transformational Leadership Award.

Jennifer was nominated by Loretto's President and CEO, Dr. Kimberly Townsend. Jennifer is recognized by her colleagues for her commitment, passion, and innovative

ideas including The Memory Care unit, the Nottingham Bistro, and the Glens—all ideas that have helped move Loretto forward in their mission. Her colleagues also describe her as inspiring and approachable.

Jennifer is described by Townsend as bold and courageous, but not afraid to ask tough questions, and willing to pursue new initiatives for the better of the organization and/or community, even if those initiatives are outside her area of expertise.

Townsend shared in her nomination, "Jennifer is a servant leader and team player who raises others up. Others describe her as warm, engaging, and friendly – but tough and determined too. Jennifer lives to lead in every area of her life – the truest form of a transformational leader."

Please join us in congratulating Jennifer on this well-deserved award! We'd also like to thank this year's Transformational Leadership Award sponsors, Currier Plastics, Inc. and Stickley, Audi, & Co.

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Randy Wolken  
President & CEO

## MACNY Applauds House Passage of Long-Term Export-Import Bank Reauthorization Bill

The House of Representatives passed the United States Export Finance Agency Act (H.R. 4863) legislation to reauthorize the Export-Import (Ex-Im) Bank for 10 years. The Ex-Im Bank is an essential tool for manufacturers in America so they can compete on a level playing field around the world. Over 100 other export credit agencies are in operation throughout the world. Shutting down the U.S. Ex-Im Bank would have handed a victory to China. The U.S. Senate must now act. MACNY strongly supports both the just-passed House bill and the bipartisan Senate Ex-Im Bank reauthorization bill introduced by Senator Kevin Cramer (R-ND) and Senator Kyrsten Sinema (D-AZ) that similarly provides for a 10-year reauthorization. MACNY urges the Senate to act quickly on a long-term reauthorization to provide certainty and improve American competitiveness.

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### Some Quick facts about the Ex-Im Bank:

- The agency has supported **2.5 million jobs** over the past 20 years.
- On average, more than **90%** of the Ex-Im Bank's transactions directly support small businesses.
- The agency has generated **\$9.6 billion** for taxpayers since 1992.
- Foreign competitors are stealing America's competitive advantage by devoting **hundreds of billions of dollars** to official export credit agency financing for their domestic manufacturers.
- The agency's default rate is better than many commercial lenders and far below the 2% maximum rate set by Congress.

Few other federal programs have had such a positive impact on small and medium manufacturers while producing revenue for taxpayers. We must have the Ex-Im Bill reauthorized. Please contact our U.S. Senators from New York and urge them to support the reauthorization. If you would like more information, you can contact me at [rwolken@macny.org](mailto:rwolken@macny.org) or MACNY's Director of Government Relations and Communications, Tiffany Latino-Gerlock, at [tiffanylatinog@macny.org](mailto:tiffanylatinog@macny.org).





Cindy Oehmigen  
Director of Energy & Corporate Services

## Blue-Green: Not My Favorite Color Anymore

Much has been in the news over the past few years about Blue-Green Algae and the dangers it brings to humans and their pets. In 2019 there was a massive bloom in western Lake Erie, a Blue-Green scare for Skaneateles Lake (a primary source of drinking water for Syracuse), and multiple reports of Blue-Green Algae in local lakes.

I serve on a Board of Directors for a foundation whose sole purpose is maintaining/improving the health of a local lake. Because of that, I have a particular interest in this issue.

As with any problem-solving opportunity, understanding the problem first is critical to getting a workable solution. In my research I have learned several important things:

1. Blue-Green Algae are not algae but rather bacteria, cyanobacteria. They make their own 'food' from warmth and sunlight.
2. They are naturally occurring everywhere in nature and are an important part of Earth's ecosystem.
3. Some kinds (I am told about 10%) of this bacterium produce toxins that are harmful to people and dogs.
4. At the molecular level, Blue-Green Algae produce a gas bubble that propels them to the surface when 'food production' needs sunlight.

The most frequently used chemical to treat Blue-Green Algae is Copper Sulfate. It is very effective against this bacterium but is harmful to fish and leaves a heavy metal residue that can only be removed by dredging. The foundation I work with has elected to not go this route. Other ways of treating are available to water treatment utilities, but each comes with drawbacks and costs and is not easily translated for use on open waters like lakes.

I was drawn to the research that is being done across the world to help solve this. It appears that ultrasound has great potential. In lab testing, scientists have been able to interrupt the lifecycle of cyanobacteria by destroying the gas bubble in the cell. Without the bubble, the bacteria can not rise to the surface (bloom) and then dies. Even more encouraging, it doesn't appear to take much time to affect the cell-minutes of agitation.

Translating this real-world application is still a work in progress. There is commercially available equipment but not a lot of data to support the efficacy. Questions and concerns yet to be addressed include:

1. What is the "right" frequency? (Too much would cause the cells to explode, releasing toxins into the waterway.)
2. Operating in the wild is significantly different than a laboratory. Transducer waves get deflected and absorbed by all the surroundings.
3. As this is a living organism prevalent in nature, the solution won't be a one and done.

I have not been able to find creditable evidence to understand why Blue-Green Algae are showing up more often. Certainly, a combination of more nutrients in the waterways. Increasing temperatures could also be a contributor. I am sure this challenge is not going away soon without intervention. I am optimistic about ultrasound treatments as a solution. Based on the increasing number of patents that are applied for and awarded, I am confident we are not far from a commercially available, ecologically friendly solution for use on ponds, lakes, and waterways.



# MANUFACTURER SOLUTIONS



The New York Manufacturing Extension Partnership (NY MEP), a network of organizations that provides growth and innovation services to small and mid-sized manufacturers in every corner of the state, helps hundreds of companies a year create and retain jobs, increase profits, and save time and money.



- **INDUSTRY 4.0**
- **MANUFACTURING SCALE UP**
- **CYBERSECURITY GRANTS**
- **TECHNOLOGY INNOVATION**





**Tiffany Latino-Gerlock**  
Director of Government Relations  
& Communications

## 2020 Legislative Session Look Ahead

Once the holiday season comes to a close, state legislators will reconvene in Albany for the start of the 2020 Legislative Session. To prepare for session, lawmakers have been holding public hearings statewide. These hearings have focused on the cost of public higher education, the Foundation Aid formula for elementary and secondary education, and community health crises such as the opioid abuse epidemic, among other key state issues.

In a renewed advocacy effort, some members of the State Legislature also have been gathering medical professionals, parents, and the elderly and infirm to testify at public hearings about the New York Health Act. This proposed legislation would establish a universal, single-payer healthcare system in New York. Advocates insist the bill would help correct a crisis of underinsurance in the state. However, we know there are strong opinions on both sides of the issue. Many MACNY members and statewide business organizations have expressed concern that such a proposal would have a serious impact on employers, by driving up taxes and costs and leading to potential job losses.


In 2018, a study by the RAND Corporation projected that financing the system would entail a tax increase of more than 150 percent. It found that “after redirection of federal and state healthcare outlays to New York Health (NYH), the additional state tax revenue needed to finance the program in 2022 would be \$139 billion, a 156-percent increase over projected total state tax revenue in the status quo.” To read more about these findings and other related articles, please visit [www.rand.org](http://www.rand.org).

The State Legislature could decide to take up the measure in the new year. Therefore, we will continue to monitor this proposed legislation, among many others, as the 2020 Legislative Session begins in January.

To help ensure we are accurately advocating on behalf of all our members on distinct issues, I will be sending out an online legislative survey that I strongly encourage you to complete and return to me by the beginning of the new year. In addition, we will be holding monthly government relations phone calls to discuss issues on a regular basis and strengthen our advocacy efforts. An e-mail reminder will be sent, and I look forward to your participation. If you are interested, you can also contact me at 315-474-4201 ext. 13.



**LET YOUR VOICE BE HEARD!**



# **MANUFACTURING LOBBY DAY**

**ALBANY, NY**

**MARCH 3, 2020  
8 AM - 3 PM**

Lobby Day kicks off at the Fort Orange Club with breakfast, networking, and a legislative update, followed by legislative visits at the Capitol. The event will conclude in the afternoon with lunch, keynote address, working session, and dialogue.

**Visit [macny.org/events](https://macny.org/events) to register!**



## Year-End Accounting Checklist

Charla A. Roth, CPA, CDA

Partner, Dannible & McKee, LLP



As the year begins to wind down, there are several important tasks that manufacturers should consider in order to ensure they have a successful year-end close and a smooth transition into 2020. Here are five important items to consider as December 31 approaches.

### Reconcile and Review Accounts

At year-end, it is important to ensure you have gone back and reconciled all of your bank and credit card accounts to the year-end statements and matched them to your accounting general ledger. Analyze your accounts payable aging reports and, if there are invoices that you've paid, ensure that they are removed to avoid duplicates. Review your accounts receivable aging and follow up on any overdue amounts. Consider if there are items that need to be written off or included in a reserve for

uncollectible accounts. Ensure that the agings agree to your general ledger and investigate any differences. Once these reconciliations are complete, you should review each financial statement account on both the balance sheet and income statement to ensure amounts are accurate and classified in their proper accounts.

### Collect W-9s and Complete 1099s

Now is the time to ensure you have on file, or are requesting, a W-9 from your vendors. For every vendor that you've spent \$600 or more for services, and that is an individual, partnership, LLC, LLP or estate, you are required by law to issue and complete a 1099 form. The deadline for filing 1099s with the IRS is January 31. Penalties for not filing can add up.

### Physical Inventory

It is important to conduct a year-end inventory even if you do not receive an outside audit that requires it. For many manufacturers, this is your largest asset on your balance sheet, and you want to ensure you have an accurate account of how much capital you have tied up in your inventory. A physical inventory does not have to be limited to items you sell, consider inventorying supplies, as well as computers, tools, and equipment. This will help identify any items to budget for in 2020.

### Tax Planning

Now is the time to start considering some of the major tax implications that may affect your business. Proper tax planning can allow your business to postpone or even eliminate some of your 2019 tax liability. Contact your accountant today to determine the impact you can make to lower your taxable income with a few simple tax planning strategies.

### Reflect and Set Goals

It is important that you review your end-of-the-year income statement to understand your business' overall performance for the year. Did you achieve everything you intended to? If not, why? It is easy to get wrapped up in the day-to-day operations of your business. Year-end is an excellent time to reflect on what you did well and areas to improve. Reviewing your income statement year-over-year will help you in developing a budget for the following year. This will help guide where to focus your efforts as you approach the new year and set new goals for business growth. It is important to ensure the goals are measurable, attainable, and aligned with your budget in order to achieve success. Be sure to meet with your departments to get their input on the year and any insight they may have for the future.

Focusing on these five areas will help guide your business into the new year. If you do not have the time or expertise to do this all yourself, Dannible & McKee is here to guide you through this process. Contact us today, December 31 will be here before you know it.

*Charla A. Roth, CPA, CDA, is an audit partner with Dannible & McKee, LLP, a public accounting firm with offices in Syracuse, Albany, and Binghamton. To learn more about key year-end accounting strategies, contact Charla at 315-472-9127 x142 or [croth@dmcpas.com](mailto:croth@dmcpas.com).*



David Freund  
Chief Leadership Officer

## Live2Lead 2019

In February of 2015, I committed to host the first Live2Lead broadcast event in Central New York. I had learned of this opportunity while attending my annual certification training in Orlando. It sounded like an amazing opportunity. Bringing the best speakers on leadership into Syracuse via a simulcast that would originate in Atlanta and be broadcast worldwide on the first Friday of October. We could be part of an event that would share sound leadership principles around the world on the same day. Even with all the stress of a live event, it was an amazing experience. Since that first year, and with the help of the MACNY team, I have brought Live2Lead back to Syracuse, and this year just might have been one of the best.

In addition to John Maxwell, Live2Lead 2019 brought us Chris Hogan, author and leadership/financial expert; Angela Ahrendts, former CEO of Burberry and Senior VP of Apple Retail; Rachel Hollis, author and top business podcaster; and Marcus Buckingham, researcher, author and the man who brought us the Strength Finders assessment. These all-star presenters kept us captivated from the first moment. As I reviewed my notes, the following thoughts jumped out at me...

John Maxwell challenged us with his statement, “When you know what you want and who you are looking for, you increase the odds of finding both.” John referred to that as the Law of Advanced Attraction. What have I missed in life because I didn’t know what I had wanted or who I was looking for? How many team members passed right before your eyes, and went on to other organizations, because you didn’t have a clear picture of who you were looking for?

With his booming bass voice, Chris Hogan kept us on the edge of our seats. He started by sharing, “An excuse is

the skin of a lie, wrapped in a reason.” What excuses are we making that are nothing more than lies we have been telling ourselves wrapped in a reason.” Chris went on to say, “Bosses yell, tell, and put you through hell. A good leader will help you get better at your job, and a great leader will change your life.” Are your people getting stressed on Sunday because they dread coming in the next day, or are they looking forward to being inspired? Chris reminded us that Servant Leadership isn’t a concept; it’s a way of life. Chris shared three questions that drive employee engagement: How are you? What are you working on? How can I help you?

Rachel Hollis reminded us that if we are the problem, we are also the solution. She challenged us to create content and interact with people regardless of how many followers we have. Angela Ahrendts shared her experiences at Burberry and Apple relating to creating experiences for customers.

Marcus Buckingham showed us how foolish we are in what we study. We study divorce to learn about success in marriage, and all we actually learn about is divorce. We study failure hoping to learn about success and all we get is information about failure. We need to study the good, not the bad. We, as leaders, need to focus on success and share that. We need to look for the best and celebrate it. We need to remember that each person has an opportunity to grow and that as leaders, we need to be playing chess, not checkers, and each person needs to be moved differently. It was an amazing day, and I can’t wait for next October.

This year’s event was sponsored by Worldleaders, Inc. Learn more about them at <https://www.worldleaderssales.com/>.



Hilary Hext  
Training & HR Manager

## MACNY's Career and Talent Platform

MACNY's mission has always been to serve and support member companies by providing services and solutions to help them achieve their goals. With the current skills gap and labor shortage, it is becoming increasingly difficult to attract and retain skilled employees. For many years, MACNY has maintained a resume bank which allowed candidates to forward their resume to MACNY which would then be shared with MACNY member companies searching for candidates through MACNY.

With the increasing number of requests for both posting resumes and jobs, we realized it was time to offer a more sophisticated platform for companies, candidates, and the community. Launched on December 1st, MACNY's very own Career and Talent Platform serves as an online hub for job postings and candidate resumes that will offer our members impressive capabilities at a reasonable cost.

Here are the benefits:

For companies –

- Unlimited job posting to over 100 job boards including Indeed, LinkedIn, Zip Recruiter, and more
- Access to potential candidates through searchable resumes, including apprentices
- Personalized dashboards for hiring managers to view open jobs and applicants
- Access to a talent management system
- System training and admin support
- Opportunities to advertise hiring events, including career fairs and open interviews

For candidates –

This FREE resume posting service allows you to share your resume with companies across New York State - stretching from Albany to Buffalo. If you're interested in posting your resume and expanding your career opportunities, visit <https://careers-macny.icims.com/jobs/>.

For more information on how to get started or to schedule a demo, please contact me at [hhex@macny.org](mailto:hhex@macny.org) or 315-474-4201 ext. 24.



## AS9100D Internal Auditor Training

This course is designed to teach your internal audit team how to plan and perform internal audits to the AS9100D Quality Management Systems – Requirements for Aviation, Space, and Defense Organizations Standard. The course begins with a deep-dive review of AS9100D to raise the students’ knowledge and understanding of the Standard. Auditing techniques and tools including how to plan and perform “process-based” internal audits will be reviewed. AS9100 audit tools such as the QMS Process Matrix (Form 2) and the Process Effectiveness Assessment Report (PEAR) Form 3 will be reviewed. The lecture will be reinforced with hands-on workshops including performing a “mock-audit” to the AS9100D Standard, to enhance the students understanding and experience.

### WHEN

December 9th and 10th, 8 AM - 4 PM

### WHERE

MACNY - 5788 Widewaters Parkway, Syracuse, NY 13214  
Can't make it in person? Attend digitally via Webex!

### FACILITATOR

Tara McInerney

### COST

\$800 per MACNY Member | \$1,000 per non-MACNY Member  
(Individual Members save 10%!)

### REGISTER TODAY!

Visit [macny.org/events](https://macny.org/events) or email Hilary at [hhex@macny.org](mailto:hhex@macny.org).

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## ISO 13485:2016 Internal Auditor Training

This course is designed to teach your internal audit team how to plan and perform internal audits to the ISO 13485:2016 Quality Management Systems – Requirements for Regulatory Purposes Standard. The course begins with detailed review of ISO 13485:2016 to raise the students’ knowledge and understanding of the requirements of the medical device standard. Auditing techniques and tools including how to plan and perform “process-based” internal audits will be reviewed. The lecture will be reinforced with hands-on workshops including performing a “mock-audit” to the ISO 13485 Standard, to enhance the students understanding and experience.

### WHEN

December 16th and 17th, 8 AM - 4 PM

### WHERE

MACNY - 5788 Widewaters Parkway, Syracuse, NY 13214  
Can't make it in person? Attend digitally via Webex!

### FACILITATOR

Tara McInerney

### COST

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**Marianne Ferris**  
P-TECH Business Outreach Coordinator  
Partners For Education & Business

## Was Your School Counselor in Attendance?

As part of Partners for Education & Business' (PEB) STEM Education Series, we have always invited local teachers into the workplace, providing teachers with an up-to-date look at the STEM careers their students might aspire to. This year, based on interest from School Counselors, the decision was made to have a School Counselors in the Workplace event.

On Friday, October 18th, as part of a partnership with SRC, Inc. and the CNY School Boards Association, PEB coordinated the first CNY School Counselors in the Workplace event, attended by counselors from 18 different school districts.

The agenda started with an introduction and welcome from Lisa Mondello, Director of Corporate Communications & PR at SRC. Lisa provided an overview of what SRC does including a riveting video, followed by a tour of their facility on Round Pond Road. She also spoke to the counselors regarding the types of careers and a breakdown of degrees or credentials necessary to be employed at SRC.

Lisa's presentation included information about what employers are looking for in new employees and she spoke about the value of a career in STEM: high pay, an increasing number of careers, and many opportunities.



Next up was the "Pathways to Job" panel facilitated by Charles Borgognoni, Executive Director of the CNY School Boards Association. Charlie showed a brief video highlighting the "Pathways to Jobs" sessions that were hosted last year by CiTi BOCES, OCM BOCES, and Cayuga BOCES. Parents, educators, and students from over 50 different school districts were invited to learn about the alternatives to the traditional 4-year college pathway; not a "no education" pathway, but a more individually customized educational pathway that could lead one directly from high school to work and still arrive at a terminal degree down the road should that be an individual's goal. The panel members included: Mark Southwick, Plant Manager, Huhtamaki; Justin Heath, HR, WestRock-Solvay Mill; and Martha Ponge, Director of Apprenticeship, MACNY. These individuals each spoke about the current skills gap and the challenge in finding applicants to fill these high-paying jobs locally. The panel all agreed that there is not enough information about today's (and tomorrow's) careers. We have over simplified job titles so much that students and their families don't recognize that there may be as many as 50 to 70 different career pathways within a particular industry sector, such as engineering. We have also not educated the community about the fact that advanced manufacturing in the U.S. will only thrive with a highly educated and skilled workforce. U.S. manufacturing uses an ever-increasing amount of technology, and a highly skilled workforce is the only way to survive in an expanding global market.



In the afternoon, the group was treated to another panel: Four of SRC's youngest employees. While they are all in STEM careers today, one was a philosophy major, and another was an art major. When they were asked what advice they would give the counselors, they explained the importance of STEM classes and experiences outside the classroom in order to understand the business side of their future careers.

For more information on how to participate in events such as these, contact me at [mferreis@macny.org](mailto:mferreis@macny.org).



Meghan McBennett  
Apprenticeship Coordinator

## Qualified Workers and Reduced Recruitment Costs. It's a No-Brainer!

How can employers prepare for a successful future for their company and ensure that their industry will have the pipeline of skilled workers they need to thrive? Industries across the country are facing this dilemma. With the number of employees retiring daily creating a nationwide skills gap, an increasing number of businesses are looking to mentor high school students in career and technical programs as a solution to their workforce challenges. Ninety-five percent of students who enroll in career and technical programs that combine work-based, on-the-job learning with relevant education, stay in school, graduate with a high school diploma, and earn industry credentials. Aligning youth programs with industrial workforce needs is key to developing a successful curriculum for the new pipeline.

MACNY, Partners for Education & Business (PEB), and the Syracuse City School District have started building relationships between different industries, employees, and high school students in the Pre-Apprentice and P-TECH programs. Freshman and sophomore students attend career coaching sessions with local professionals and tour facilities among various industries monthly. Juniors and seniors participate in job shadowing and internships to gain exposure to the career paths they are interested in pursuing and learning what it would take to get there. By mentoring students, businesses can start developing employees who are trained in the skill sets they require while introducing students the company's unique workplace culture.

These programs help provide a source of qualified workers, reduce recruitment costs, and ensure businesses have the workforce they need today and into the future. The Pre-Apprentice and P-TECH programs provide a fresh source of talent, developed from within your own community, that fosters a strong partnership with which to grow devoted employees.

If you are interested in growing your recruitment pipeline, contact me at [mmcbennett@macny.org](mailto:mmcbennett@macny.org).







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## Eileen Donovan Joins MACNY as Workforce Development Coordinator

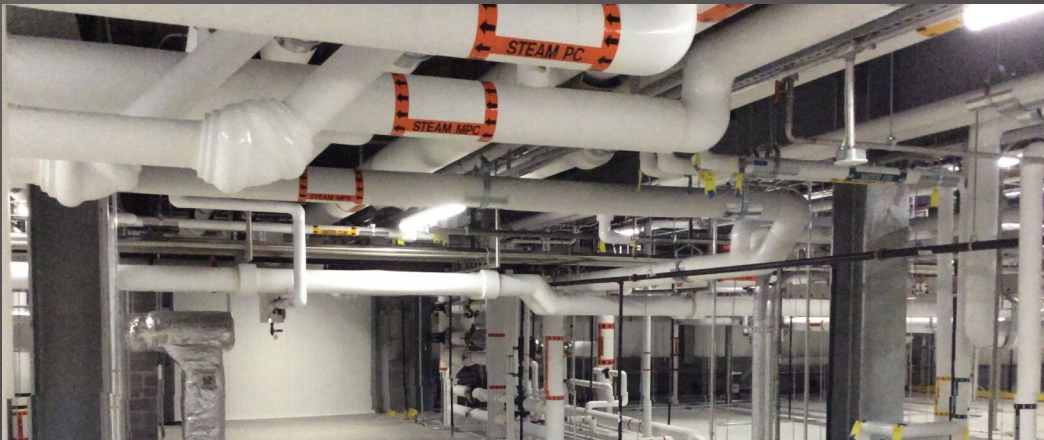
MACNY is pleased to welcome Eileen Donovan to the team! Eileen has joined the organization as the Workforce Development Coordinator. In her role, Eileen will support MACNY's New York State Manufacturers Intermediary Apprenticeship Program (NYSMIAP) for both regional and statewide initiatives. She will play an integral role in maintaining relationships with new and existing companies participating in NYSMIAP, while also coordinating related instruction and on-the-job training for apprentices. In partnership with Partners for Education and Business (PEB), Eileen will also be actively engaged in MACNY and PEB's Pre-Apprenticeship Program.



Most recently, Eileen served as the Development Associate at United Way of Central New York. Prior to that, she worked for various retail and manufacturing companies in management and sales capacities. Having learned much about the need for workforce development solutions through her recent tenure at United Way, Eileen is eager to contribute to MACNY's important work for both students and employers in CNY.

MACNY's President & CEO Randy Wolken states, "We are very excited to welcome Eileen to MACNY and PEB. Eileen's experience and skillset make her a great addition to the growing workforce development team. Please join us in welcoming her!"

Eileen is excited to get to know MACNY's member companies and help them develop their future workforce. If you would like to connect with Eileen, please email her directly at [edonovan@macny.org](mailto:edonovan@macny.org) or call her at 315-474-4201 extension 22.



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**Meghan McBennett, Ext. 18**  
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**Eileen Donovan, Ext. 22**  
Workforce Development Coordinator



**Kathy Birmingham, Ext. 26**  
Work-based Learning Coordinator



**Marianne Ferris, Ext. 47**  
P-TECH Business Outreach Coordinator

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