

**MACNY, THE
MANUFACTURERS
ASSOCIATION'S**

**107TH ANNUAL
CELEBRATION OF
MANUFACTURING**



**CELEBRATED VIRTUALLY
SEPTEMBER 21 - OCTOBER 1**



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EVENT AGENDA

SEPTEMBER 21 - OCTOBER 1

VIDEO: THE STATE OF MANUFACTURING

SEPTEMBER 21

THE STATE OF MANUFACTURING LIVE

SEPTEMBER 22, 3 PM

WITH RANDY WOLKEN

[CLICK HERE TO RSVP](#)

VIDEO: INNOVATOR OF THE YEAR

SEPTEMBER 23

INNOVATION IN MANUFACTURING:

SEPTEMBER 24, 3 PM

AN INTERVIEW WITH THIS YEAR'S
INNOVATOR OF THE YEAR, DAN BROWN

[CLICK HERE TO RSVP](#)

VIDEO: WALL OF FAME INDUCTION

SEPTEMBER 28

LEADERSHIP EXCELLENCE:

SEPTEMBER 29, 10 AM

A CONVERSATION WITH THIS YEAR'S
WALL OF FAME INDUCTEES, KATHY
ALAIMO AND LOU DEMENT

[CLICK HERE TO RSVP](#)

VIDEO: THE FUTURE OF MANUFACTURING

SEPTEMBER 30

THE FUTURE OF MANUFACTURING LIVE

OCTOBER 1, 10 AM

WITH RANDY WOLKEN

[CLICK HERE TO RSVP](#)



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PRESIDENT'S MESSAGE



Randy Wolken
President & CEO

On behalf of the entire staff and the Board of Directors, we welcome you to MACNY's 107th Annual Celebration of Manufacturing!

Each year we find time in our busy lives to celebrate our sector's achievements with all of you at our Annual Dinner. This year we are unable to gather in person, so we are doing so virtually. As always, it is truly gratifying to witness so many passionate manufacturers and business leaders working together despite the challenges of this pandemic, and it makes what we do at MACNY so worthwhile.

This year's events mark an incredible year of growth and achievement for MACNY, thanks to you, our consistently engaged and involved membership. This has all occurred despite the challenges of this pandemic and our move to serve you remotely. Our advocacy efforts and engagement remain New York State's most robust and effective voice for manufacturing on the State and Federal level, while our popular training and service offerings have seen a boost in both variety, participation, and delivery methods. Also, our Manufacturers Intermediary Apprenticeship Program continues to be successful with our state-wide Alliance partners. These are just a few of our achievements in the past year and we will only continue to move forward with these into the future.

We are so excited about this year's two Wall of Fame inductees. We will recognize their achievements with our 20th Annual Manufacturers Wall of Fame Induction. This year we are pleased to be honoring the lifetime achievements of Lou DeMent of Giovanni Food Company and Kathy Alaimo of Syracuse Label & Surround Printing. Join us virtually on September 29 as we journey through the lifetime careers of these well deserving manufacturing leaders that have helped shape our region's manufacturing success.

We are also thrilled to be honoring our Innovator of the Year Award recipient, Daniel Brown of SRC, Inc. This award was created at the urging of our members, who were interested in nominating their peers and recognizing individuals who are integral components to local manufacturing companies' successes.

In closing, I would like to thank you for your continued support of MACNY and manufacturing. Our organization and its members are true testaments to our shared history, on-going perseverance, and the critical growth that the region's manufacturing sector has achieved.

Thank you for all that you do!

Randy Wolken



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Laury Ferguson, Associate Director of Apprenticeship

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Kathy Birmingham, Workforce Development Coordinator

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CELEBRATION OF MANUFACTURING SPONSORS

We cannot forget to mention and recognize the overwhelming support we received throughout the year from you, our dedicated and supportive membership. We would like to extend our sincere gratitude to the many companies who sponsored this year's celebration. Without your support, this event would not have been possible. Thank you for your continued support of MACNY and its mission.

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CELEBRATION OF MANUFACTURING SPONSORS

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2020 INNOVATOR OF THE YEAR

Daniel Brown SRC, Inc.

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Daniel Brown of SRC, Inc. has been named MACNY's 2020 Innovator of the Year. Brown was nominated by his co-worker Chris Capraro for his innovative developments in machine learning and neuromorphic computing.

Recently, Dan helped transition state-of-the-art machine learning methods for detecting very small moving objects in infrared camera imagery for testing with SRC's counter-UAS (C-UAS) technology. This is a tedious and fatiguing task for an operator. Dan's contributions have already shown significant promise at several C-UAS exercises and may soon help warfighters in the field.

Dan was also able to configure and develop software for a very low-size, weight and power (SWaP) computational system on a chip from NVIDIA called a TX2. This computer hardware uses approximately 10-15W of power, is less than 7 inches square and 2 inches thick and weighs about 3.5 lbs. Dan was able to decode the full video stream, perform machine learning for moving object

detection, augment the video with target bounding boxes, and re-encode the video stream in real-time. This is a huge accomplishment and allows SRC to add critical, state-of-the-art machine learning to their existing C-UAS systems with minimal impact on SWaP.

Brown also recently developed, for the first time ever, parallel processing techniques for the neuromorphic True North system. At first, just a couple processors, then 16 and 32 - all working simultaneously. He processed synthetic aperture radar (SAR) imagery/targets, tanks and trucks using the Moving and Stationary Target Acquisition and Recognition (MSTAR) data for automatic target recognition, which he has briefed to military generals, congressmen and more.

In the nomination, Capraro stated, "Dan's efforts have enabled innovation at SRC and led the way in a variety of ways. Dan has focused his technical work on developing advanced hardware and software technologies that continually contribute to the main and critical objectives of our bio-inspired and machine learning efforts."

Previous Innovator of the Year Award Winners

2012

Tom Szumloz, Welch Allyn

2015

Gary Stevens, SRCTec

2018

Keith Waltz, The Fulton Companies

2013

Timothy Budd, Giovanni Foods

2016

Kyle Brown, Feldmeier Equipment

2019

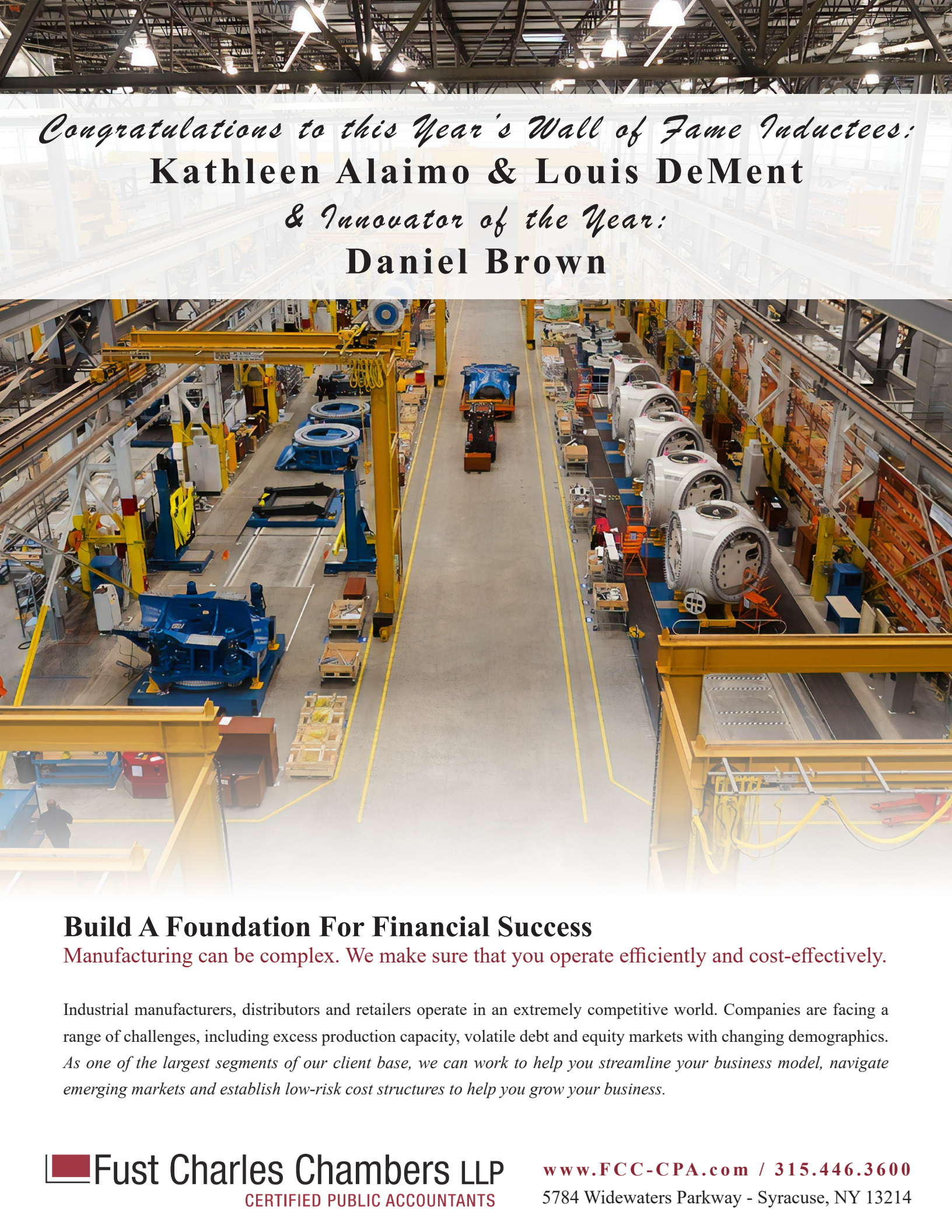
Dr. Chao Wang, Cryomech, Inc.

2014

**Richard Rothenberger, Eaton
Crouse-Hinds**

2017

**David Bates and Tim Brauner,
Knowles**



Congratulations to this Year's Wall of Fame Inductees:
Kathleen Alaimo & Louis DeMent
& Innovator of the Year:
Daniel Brown

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MACNY 2019-20 HIGHLIGHTS

We thoroughly enjoy doing what has been one of our mottos for decades: “Helping manufacturers thrive.” With that, we are pleased to present to you our 2019-2020 Annual Highlights, outlining the many accomplishments we have achieved for our members in the last year.

ADVOCACY

From the start of budget conversations, we worked diligently to ensure that \$750,000 for our Manufacturers Intermediary Apprenticeship Program was included in the final State Budget. We were successful in securing this funding, allowing us to sustain and help grow this important program in partnership with our Manufacturers Alliance partners. We would like to thank our Alliance partners, member companies, and apprentices who helped advocate for the continued funding of this program. We were pleased this was considered a top priority for New York State and was passed despite the considerable uncertainty surrounding the pandemic.

Though a zero-tax rate for pass-through manufacturers was not included in the final State Budget, we made progress in educating additional state legislators and administration officials on the positive impact this rate would have on the thousands of manufacturers in New York. Our team of MACNY Members, Alliance Partners, and dedicated experts and advocates worked diligently to maintain Senate sponsor for the legislation. Senator Anna Kaplan, Chair of the Commerce and Economic Development Committee, and Assemblyman Al Stirpe, of the Assembly were the bill sponsors. We will continue to build support and advocate for this issue to further lay the groundwork for the next budget cycle.

Finally, we’ve continued to build upon our advocacy events year-round. We will be using our collective voice to promote what is needed for manufacturers as we emerge from this crisis. We are continuing our Government Relations Speakers Series with state and federal elected officials. Until March, these programs were held at our regional manufacturing facilities. Now these programs are virtual. Our always popular Central and Upstate New York Manufacturing Breakfast was held again this last year, allowing legislators to meet with manufacturing executives to discuss key state issues. Additionally, our annual Manufacturing Lobby Day was held in Albany this past March, bringing over 50 New York manufacturers from throughout the state together to advocate for pro-business policies and legislation.

TRAINING

One of MACNY’s core services that makes us unique from all others is our training offerings, and 2019-2020 certainly proved to be yet another successful training year for MACNY. Live2Lead 2019 was a sold out event and those who gathered at the Lodge at Welch Allyn experienced a Leadership retreat which included speakers such as John Maxwell, Marcus Buckingham, Rachel Hollis, Angela Ahrendts, and Chris Hogan.

Our year started out with full classes that continued to support our members needs. 2020 brought about a major shift as all of our training went virtual. Each MACNY trainer embraced our new reality and allowed employee growth and development to continue in the safety of their homes and offices.

MACNY also offered free trainings in a webinar format to help our members meet the challenges they were facing. Three *Leading Through Crisis* webinars were taped and made available on MACNY’s YouTube channel. 2020-2021 will see a continued expansion of virtual and online offerings allowing our members to learn in the comfort and safety of their own office or home.

COUNCILS

MACNY has eight very active and growing councils which we are excited to continue virtually until we can be back in person. These councils will kick off again starting in September and promise to host topics and presenters that you will not want to miss. Councils annually host over 40 educational meetings, networking events, and/or tours and engage over 600 members at our various council events each year.

We have shifted into the virtual space and we look forward to continuing in this new environment. If you have any suggestions for presentations, panel discussions, roundtable discussions, or tours for the 2020-2021 council year, please contact Cindy Nave at cnave@macny.org or 315-474-4201 ext. 11.

INDIVIDUAL MEMBERSHIP

MACNY’s Individual Membership initiative continues to be successful with over 450 employees of MACNY member companies taking advantage of the program. This unique offering allows individuals to take advantage of MACNY’s professional development opportunities. An Individual Member has access to all eight of MACNY’s councils, discounts on most trainings, and the opportunity to take advantage of building their professional career through the many opportunities we provide.

ENERGY SOLUTIONS

MACNY continues to improve and expand the energy options available to our members. We are constantly reviewing new approaches to the benefits available and strive to respond to the changing energy landscape.

As New York State plans for the future of its electricity network, renewable energy technologies have continued to improve by becoming more cost effective. MACNY has advocated on behalf of our members for programs and legislation that assist our members in adapting to the changing environment. Randy Wolken has recently been appointed as an advisor to the NYS Just Transition effort and will provide valuable guidance to the committee assuring that the Manufacturing community is well represented. Our goal is for the electricity network to provide reliable energy at a reasonable and competitive cost.

MACNY continued its popular Electricity and Natural Gas Consortia for its 15th consecutive year; helping dozens of MACNY members pursue their preferred energy risk management strategies. New member-only benefits have been added to our electricity offerings. We have also added solar to give MACNY members a “green” option.

In 2019, our long-standing relationship with NYSERDA resulted in continued outreach to educate MACNY members and other manufacturing companies on the NYSERDA Programs available to them across Central New York to assist them with energy efficiency. MACNY is in continuing talks to extend and potentially expand our NYSERDA relationship.

CLUSTER DEVELOPMENT

A little over a year ago we were asked by a group of our manufacturing members to help them develop a consortium of companies to serve the aerospace industry. In response, we worked with our members to start the Aerospace Alliance of Upstate New York (AAUNY). The objective of this alliance is to offer “one stop shopping” to the top tier producers thereby reducing the logistics costs for those primes and providing a business growth opportunity to local suppliers. We are pleased to say this approach is beginning to bear fruit. Thirty companies later, the Alliance had the opportunity to present the concept to a prime. Since its inception, the Aerospace Alliance has continued to gain the attention of more prime contractors. The challenges of the last few months slowed the efforts for expanding membership, however a relaunch is underway. The renewed effort includes a statewide outreach through the Manufacturers Alliance partner on Long Island, where a large contingent of aerospace companies operate.

KEEPING PEOPLE SAFE & FACTORIES RUNNING

As factories cut back operations or shut down completely in Q1, the need for a plan to remain open or to prepare to reopen safely was critical. *Keeping People Safe and Factories Running* is a program started by a group of visionary companies in Central New York. MACNY was tapped to coordinate the efforts and expand participation in this best-in-class program. To date, there are two cohorts of companies who have completed the program and a third in process. Our members have expressed sincere appreciation for the assistance they received, allowing them to affirm completion of their plan to the State. The effectiveness of the program is demonstrated in the metrics captured by the participants. In each case, the companies can show that the protocols they have implemented are keeping their employees, families, and communities safe.

HUMAN RESOURCE SERVICES

Our HR Department continues to serve as what we like to call an “extra arm of HR expertise” for our membership. With that, our members constantly utilize our HR services to improve their internal operations, whether it is through surveys, HR related compliance questions, or consulting.

This year, the HR Department provided service and support to over 400 HR professionals throughout the State by way of hotline calls, surveys, e-connects, and our informational webinars on MACNY’s Defined Contribution Healthcare Program.

We also provided HR professionals with learning events throughout the year on varied topics pertinent to HR compliance and needs including Breakfast Briefings, various council events, and tours.

WORKFORCE DEVELOPMENT

MACNY is recognized as one of the State’s leading organizations addressing the skills gap and building career pathways in manufacturing. To date, we support 64 active apprentices and three pre apprentices at 51 local employers.

In April, we learned that MACNY, for the 4th consecutive year, received a \$750,000 appropriation in the State Budget to continue funding of the New York State Manufacturers Intermediary Apprenticeship Program. This ongoing funding recognizes the continued support for the growth and expansion of apprenticeship by the NYS legislature. The funding allows MACNY to continue supporting apprentices in Central NY, Rochester, The Southern Tier, The Hudson Valley, and The Capital Region. Our expansion into Long Island is secured with the addition of Ignite Long Island. The Buffalo region, with

MACNY 2019-20 HIGHLIGHTS (CONTINUED)

WORKFORCE CONT'D

Buffalo Niagara Manufacturing Association, submitted application to act as a group sponsor in their region. With state and national partners, we continue to support apprenticeship accelerators helping companies recruit and train entry level employees.

MACNY has added 9 trades to our portfolio of offerings for our signatory companies. In addition, we have worked closely with the NYSDOL to establish two new trades: Continuous Improvement Specialist and Automotive Technician (currently pending approval by the state). These new trades add depth to the trades that MACNY currently sponsors and provides the ability to serve additional industry sectors that support our manufacturing community in CNY.

MACNY continues to utilize strategic partnerships across the country to promote registered apprenticeship. At the state level, The SUNY Apprenticeship Grant affords apprentices the opportunity to attend any SUNY sponsored training for up to \$5,000 per apprentice. In addition, we support the New York Colleges Expanding Apprenticeship Grant. The Alliance partners support SUNY and the regional workforce investment boards to do outreach to employers and individuals interested in beginning a career in manufacturing. Nationally, Jobs for the Future (JFF) is working with us to create new intermediary partners and develop apprenticeships on the federal level for companies with a national footprint.

With the implementation of the Apprenticeship Program Fee for service, we recognized the opportunity to assist other industry sector partners establish association group sponsorships similar to our own. As such, we are developing proposals for consulting to help guide other organizations as they navigate the registration and program management processes for registered apprenticeship in NYS.

Lastly, MACNY's Career and Talent Platform was fully implemented in January 2020. To date we have over 3,000 individuals registered and looking for employment in advanced manufacturing.

THE PEB CONNECTION

Through our affiliation with Partners for Education & Business (PEB) we are able to connect our member organizations with students directly through the coordination of multiple career exploration activities. While this year has presented challenges, from September to mid-March we were able to impact 1,725 students via 514 activities, utilizing the efforts of more than 100 local businesses. These activities included speakers in the classroom, job fairs, and industry tours.

P-TECH

PEB currently serves six different P-TECH programs in the Auburn and Syracuse City School Districts. These early college, high school programs in technology careers are focused on Mechanical and Electrical Engineering, Remotely Piloted Aircraft Systems, Computer Information Systems, Health Information Technology, and Clinical Laboratory Technology. This three-legged stool of support includes PEB, the school districts, and the following college partners: Cayuga Community College, Mohawk Valley Community College, and Onondaga Community College. The goal of the P-TECH programs is to ensure students are job ready. These students are afforded the resources of career coaches recruited by PEB, and job shadows and internships. This past year, PEB arranged over 123 job shadows. The ultimate goal is job placement and this past year, 12 students have been placed in jobs, with many more in summer internships that most likely will lead to permanent employment.

MANUFACTURING DAY 2019

Manufacturing Day is a national event held each year on the first Friday in October. Its purpose is to raise awareness of the various high-tech and high-paying careers housed within the manufacturing industry and to give people – especially students – an inside look at what that workplace looks like.

In 2019, Hillrom, INFICON, and CiTi BOCES opened their doors to over 500 students and teachers from 16 area schools and BOCES programs.

CNY STEM SCHOLARSHIP PROGRAM

This successful program is in its eighth year with 40 students currently in 19 different colleges receiving scholarships sponsored by 8 local companies: SRC, Inc., Schneider Packaging Equipment Company, King + King Architects, Marquardt Switches, Ephesus Lighting, INFICON, Loretto, and TTM Technologies. To date, scholarships totaling \$582,000 have been awarded to 54 students.

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MACNY

SRC recognizes that it is our responsibility to take an active role in the community. Along with MACNY, SRC is dedicated to technological advancement and manufacturing excellence in our community. Together, we can make a difference.

Congratulations to all of the honorees. And a special congratulations to Dan Brown, Innovator of the Year.

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PREVIOUS WALL OF FAME INDUCTEES

2001

- Alfred & Aminy Audi, L & J.G. Stickley Co.
- William F. Allyn, Welch Allyn Co.
- Willis Carrier, Carrier Corp.

2002

- Vincent H. Callahan, Crucible Materials Corp.
- Richard F. Schneider, Schneider Packaging
- Pierrepont T. Noyes, Oneida Ltd.

2003

- Donald S. Jaquith, Jaquith Industries
- Larry Leatherman, Bristol-Myers Squibb
- Chris J. Witting, Crouse-Hinds

2004

- Richard H Pass, Pass & Seymour Legrand
- David Harden, Harden Furniture
- Anthony Henninger, New Process Gear

2005

- John Vensel, Crucible
- Mark Golden, Golden Artists, Inc.
- Jacob Steigerwald, Cathedral Candle, Co.

2006

- Donald F. Dew, Diemolding Corp.
- Samuel R. Haines, Nixon Gear, Inc.
- Henry Beck, Tessy Plastics

2007

- Ronald M. Ruzic, Borg Warner, Morse Tec
- Milton Stevenson, Sr., Anoplate
- Chester D. Amond, Syracuse China

2008

- Bob Andrews, Morse Manufacturing
- David Riding, Pass & Seymour
- Bob Feldmeier, Feldmeier Equipment

2009

- Ralph BeVard, Eraser Company
- John & Betty Armstrong, Armstrong Mold
- J. Kemper Matt, Sr., Dupli

2010

- Philip Wenzel, Briggs & Stratton
- Mary Ann Tyszko, SRCTec, Inc.
- Kevin Conley, Seneca Data

2011

- Larry Wetzel, Air Innovations
- Jay McNamara, Endicott Interconnect
- Mark Pulver, Syracuse Castings

2012

- James Malvaso, The Raymond Corp.
- Robert Barbero, Gray - Syracuse (ESCO)
- M. Brian O'Shaughnessey, Revere Copper Products

2013

- Joseph "Joe" Talerico, C.H. Thompson
- Peter Maier, INFICON
- Leon Chandler, Cortland Line., Co.

2014

- Jerry & Anne Menter, Hollowick, Inc.
- Bill Byrne, Byrne Dairy, Inc.

2015

- Cheryl Maines, Allen Tool Phoenix
- David Freund, Selflock Screw Products

2016

- James Beckman, Crucible Industries LLC
- Hamdi Ulukaya, Chobani

2017

- Arnie Rubenstein, United Radio
- Raymond Currier, Currier Plastics

2018

- Greg Owens, Liberty Tabletop
- Kirk Wardell, Marquardt Switches, Inc.

2019

- Rick Harrington, The Raymond Corporation
- Patrick Morocco, Bartell Machinery Systems

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MANUFACTURERS WALL OF FAME

Kathleen Alaimo Syracuse Label & Surround Printing



Kathleen Alaimo's commitment to innovation, growth, strategic vision, and employee ownership with Syracuse Label & Surround Printing spans almost 40 years and has led the 100% employee-owned company to worldwide recognition within the label industry, expansion in both physical space and product offerings, and noteworthy employee development. Kathy has not only been instrumental to the growth of Syracuse Label & Surround Printing, but she is also described as being an inspiration to all who have had an opportunity to work alongside her.

With a bachelor's degree in journalism and technology from the State University of New York at Morrisville and early career plans to become a journalist, Kathy fell into the label and tag industry by accident and has been loving it ever since. Rising to the role of President in 2007 in one of the world's leading labeling companies seemed a remote possibility nearly 40 years ago when she first started at Syracuse Label & Surround Printing.

As a member of a small club of female presidents in her field, Alaimo counts many more achievements to her

credit: she leads a company of 100+ employees at Syracuse Label & Surround Printing; she oversaw the expansion and relocation of the company in 2016; and led the company to win the "Best of the Best" award at the 2019 World Label Awards in Brussels, the first time that any company had won the best prize two years in a row.

Kathy is a firm believer in lean manufacturing, and as such, it has become a central training and initiative focus for the company. She understands the importance of lean principles and wants to ensure that all production employees have the training they need to be successful in lean manufacturing. These trainings develop the skillsets of the company's current workforce and ensures everyone is moving forward in the same direction with the same language and principles.

While focusing on Syracuse Label & Surround Printing's success through strategic planning and a commitment to lean manufacturing, Alaimo is also passionate about her community. Her staff is local and giving back is important to her and the whole team. Currently serving on the Vera House Foundation Board of Trustees and having assisted with the Ronald McDonald House annual gala for many years, Alaimo has also spearheaded the formation of Syracuse Label & Surround Printing's charity committee to assist local charities as a group effort. In 2019 alone, the company participated in and/or supported 18 community service events in the greater Syracuse area.

Additionally, Kathy serves on the East Syracuse-Minoa School District's School to College and Career Advisory Board and has been an active member of the Tag & Label Manufacturers Institute for 25 years. As the President of a 100% employee-owned company, Alaimo is a strong proponent of the employee-ownership business model and is a member of the National Center for Employee Ownership, as well as the Printing Industries Alliance. Alaimo is an advocate for workforce development, STEM career exploration, and a member of the MACNY Board of Directors.

MANUFACTURERS WALL OF FAME

Louis DeMent Giovanni Food Co., Inc.

Louis DeMent's dedication to family legacy, growth, employee engagement, and community has been life-long and has led Giovanni Food Co., Inc. to incredible successes including record sales, product expansion, new innovative capabilities, and incredible employee and facility growth. Lou is a strong believer in growth through innovation, while supporting his employees and serving as a positive role model.

Lou's extensive tenure with Giovanni Food Company dates back to when he was just 13 years old; working alongside his dad during summer and school breaks in the business that his grandparents started back in 1934. After graduating from Le Moyne College with a BS in Business, a minor in Business Information Systems and a concentration in Marketing, Lou spent two years working in IT for Sysco Food Services before returning to Giovanni in 1997 and moving his way up in the company before taking over as owner and CEO when his father passed away in 2007.



After outgrowing its original home in Oswego with a single production line filling pasta sauce in cans and glass jars by 13 employees, Giovanni Food Company moved to Liverpool, then Syracuse, and eventually Baldwinsville where it has grown into a six-line, 167,000 square foot facility with 120 employees, working toward a second shift, and diverse capabilities to produce a large array of products including sauces, salsas, vinegar products, and more in a multitude of packaging options such as glass, PET, pouches, etc.

In 2019, Lou began the GIO Way campaign. GIO, standing for Growth, Integrity, and Optimization, is a reminder of the core values that Lou believes are most important, not only to the company, but to individuals. He encourages individual growth within each of his employees, leads by example, and is always positive, but never complacent. He holds quarterly meetings to share the company's progress with everyone and to congratulate the many individuals who have made progress in their own arenas. He empowers his team to further optimize in their areas of expertise, or to try something new. He works on building partnerships with customers based on integrity, and encourages everyone to always do the right thing, even when no one is looking.

Lou's passion for community is inspiring. He established the Giovanni Food Company's Corporate Giving Committee, is a member of the Board of Trustees at Beacon Baptist Church, sits on the Board of Regents at Le Moyne College, and is a Board Member of both the Food Bank of CNY and the Private Label Manufacturers Association. Lou is also an active member, Board Member, and Learning Officer of the Young Presidents' Organization. Lou also coaches Syracuse Blazers Hockey.

2020 MILESTONE AWARDS

Each year, MACNY presents success awards to members reaching significant milestones in operations. At each annual dinner, the MACNY milestone awards are announced and presented to MACNY members celebrating landmark anniversaries here in Central and Upstate New York. Congratulations to all!

175 Years

Frazer & Jones Company



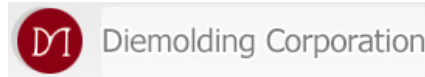
150 Years

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100 Years

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50 Years

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THE MACNY STAFF AND BOARD OF DIRECTORS WOULD LIKE TO THANK OUR COLLECTIVE MEMBERSHIP FOR ITS SUPPORT OF MACNY AND ITS MISSION. WITHOUT THE DEDICATION AND INVOLVEMENT OF YOU, OUR MEMBERSHIP, OUR SUCCESS OVER THE LAST 107 YEARS WOULD NOT HAVE BEEN POSSIBLE! WE SALUTE YOU, THE CENTRAL AND UPSTATE REGIONAL MANUFACTURING SECTOR, FOR YOUR HARD WORK, RESILIENCY, AND DEDICATION TO OUR REGION AND STATE. WE LOOK FORWARD TO PROVIDING YOU WITH TOP QUALITY SERVICE AND TRAINING FOR YEARS TO COME.

THANK YOU!
