

MANUFACTURING MATTERS

Amy Stewart Joins MACNY and PEB as Workforce Development Specialist

We are pleased to welcome Amy Stewart to the team! Over the summer, Amy came on board as a Workforce Development Specialist. In her role, she represents MACNY and Partners for Education & Business, Inc. (PEB) programs to employers and educators, as well as spreads awareness within the region about both organizations. She will play an integral role in maintaining relationships with new and existing companies participating in CNY STEM, P-TECH, and career readiness activities, while also supporting MACNY's apprenticeship and pre-apprenticeship programs.



Most recently, Amy was the Career and Transfer Advisor at Onondaga Community College. Amy holds an Associate of Science Degree in Humanities from Onondaga Community College, a Bachelor of Science degree in Public Relations from Syracuse University, and a Master of Science degree in Student Affairs Counseling from Syracuse University. She is also certified by The National Board for Certified Counselors as a National Certified Counselor.

MACNY's President & CEO Randy Wolken states, "We are so excited to welcome Amy to MACNY and PEB's growing workforce development team. Amy's background, experience, and passion for helping others reach their fullest potential make her a great addition. Please join us in welcoming her!"

Amy is excited to get to know MACNY's member companies and help them develop their future workforce. If you would like to connect with Amy, please email her directly at astewart@macny.org.

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PRESIDENT'S MESSAGE



Randy Wolken
President & CEO

New York State Manufacturing Is Growing – And So Is MACNY!

Have you seen the latest Empire State Manufacturing Survey¹? If not, you should read it. In August, business activity continued to expand. This follows July where manufacturing grew at a record-setting pace. Nearly all indicators from the survey point to a robust recovery of manufacturing for New York State. This is exciting and welcome news following the deep declines as a result of the pandemic.

Consider the surge in manufacturing activity reported in July and August. The general business conditions rose to a record high in July and maintained a high rate of activity. Over a third of the respondents indicated that conditions had improved, only 16% reported conditions had worsened. New orders, shipments, and unfilled orders all rose. This is excellent news pointing to a robust recovery and an opportunity for manufacturing to continue to surge in New York State.

Prices rose as well. Manufacturers are reporting the ability to pass on price increases to their customers. Delivery times continued to lengthen substantially, indicating a need to increase inventories and search for geographically closer and more reliable suppliers.

This activity indicates a resurgence in US manufacturing which has been sorely needed for our economic well-being and the world's economic growth. A strong, growing US with its focus on free and fair trade and solid democratic principles is vital. With its government-fueled economy and its lack of human rights, China must not be the country leading the world's recovery. We see this more clearly now than at any time in our history. For the US (and the world) to thrive, the US and its democratic allies must be strong economically.

We are poised for an amazing surge in manufacturing in our region, state, and country. The US remains the best place to make products in the long term. Our technology leadership, advanced manufacturing approaches, and focus on innovation give us the right platform to recapture our role as the world's leading innovator and manufacturing country. Let's not miss this opportunity. It is so vital to our world, our communities, and our families.

At MACNY, we are poised to help you be successful. We have transformed our operations during this pandemic to serve you better. We offer our services virtually as well as in person. This has allowed us to expand our number of offerings and make them more convenient for our members. Last year we offered the most events and services ever in our history. We are excited to continue our 108-year tradition of helping members thrive. This coming year will include many new offerings and services. If you haven't done so recently, please check out our current offerings at www.macny.org/events. Also, update your individual profile so you can get the latest offerings and events sent directly to your email. You can contact Cindy Nave at cnave@macny.org to do so.

We are your partner for making great products and offering outstanding services here in New York State. Please let us know how we can help you be even more successful. One way you can help is to complete our member survey that will be delivered via email later this month. (Make sure you're subscribed to our email list by visiting tinyurl.com/MACNYKeepInTouch.) And you can always contact any of our team members to share your insights directly. We are excited about your future success and the future of manufacturing throughout New York State.

¹ https://www.newyorkfed.org/survey/empire/empiresurvey_overview

SBA Streamlines Forgiveness for Smaller PPP Loans

Brian Potter, CPA, CDA

Tax Partner, Dannible & McKee, LLP



The Small Business Administration (SBA) has released new guidance intended to expedite the forgiveness process for certain borrowers under the Paycheck Protection Program (PPP). The simplified process generally is available for loans of \$150,000 or less, which the SBA reports account for 93% of outstanding PPP loans.

The guidance comes at a time when many borrowers are nearing a critical deadline regarding their applications for forgiveness.

Forgiveness Basics

PPP loans generally are 100% forgivable if the borrower allocates at least 60% of the funds to payroll and eligible nonpayroll costs. Borrowers may apply for forgiveness at any time before their loans' maturity date. Loans made before June 5, 2020, generally have a two-year maturity; loans made on or after that date have a five-year maturity.

However, if a borrower fails to apply for forgiveness within 10 months after the last day of the "covered period," its PPP loan payments will no longer be deferred. (The covered period is eight to 24 weeks following disbursement during which the funds must be used.) Such loans will become standard loans, and borrowers will be responsible for repaying the full amount plus 1% interest before the maturity date — unless the loan is subsequently forgiven.

SBA's Process Improvements

The popularity of the PPP, as well as the requirement that lenders make forgiveness determinations within 60 days of receiving an application, has left many smaller lenders overwhelmed. Some are even limiting the time periods during which they'll accept forgiveness applications. This, in turn, has created confusion and concern among borrowers.

In response, the SBA recently issued an Interim Final Rule (IFR). The rule streamlines the forgiveness process for smaller loans through two avenues:

1. Direct borrower forgiveness. The SBA is providing a direct borrower forgiveness process for lenders that choose to opt in. At the time the guidance was released, more than 600 banks had opted in, enabling more than 2.17 million borrowers to apply through a new online portal launched on August 4, 2021.

Participating lenders will receive notice when a borrower applies through the SBA platform and will review applications and issue forgiveness decisions inside the platform. The SBA hopes this will reduce the wait time and uncertainty associated with applying through lenders.

2. COVID Revenue Reduction Score. The IFR also creates an alternative process for "second-draw" borrowers with loans of \$150,000 or less to document their reduced revenue. To qualify for such loans, a borrower must have experienced a revenue reduction of at least 25% during one quarter of 2020 compared with the same quarter in 2019. If a borrower didn't produce the necessary documentation when applying for the loan, it must do so on or before the date of application for forgiveness.

To make the revenue reduction confirmation process easier for such loans, an independent SBA contractor will assign every eligible second-draw loan a score based on several factors, including industry, geography, business size and current economic data. The score will be stored in the forgiveness platform and visible to lenders to document revenue reduction. If a borrower's score doesn't meet the value required to confirm the reduction, the borrower must provide documentation. If it does, no documentation is required.

Appeals and Deferments

The IFR also extends the loan deferment period for borrowers who timely appeal a final SBA loan review decision. Under the previous rule, an appeal didn't extend the period, so borrowers had to begin making payments of principal and interest on the unforgiven amount.

The IFR amends that rule to extend the deferment period until the SBA's Office of Hearings and Appeals issues a final decision. Appeals must be filed within 30 calendar days of receipt of the final SBA loan review decision, and borrowers should notify their lenders of appeals.

Brian J. Potter, CPA, CDA, is a tax partner at Dannible & McKee, LLP a public accounting firm with offices in Syracuse, Albany and Binghamton. The firm has been providing services to the manufacturing industry since its inception in 1978. To learn more about this topic, contact Brian at 315-472-9127 x157 or bpotter@dmcpas.com.



David Freund
Chief Leadership Officer

This World is Not for the Learned

The kids are now back in school, families are focused on homework, and college students have returned to campus. Our education system is designed to have people attend schools and achieve predetermined degrees. I am in no way opposed to education, but we do need to rethink things a bit. If you are not careful, you can become very learned and completely ill-equipped for the world today.

Let me use myself as an example. I spent four years training as a Tool & Die Maker. I have a journeyman's certificate issued by the State of New York as proof of my education. I could work well in a tool room from the mid-1980s, but not a tool room of 2021. Technology has changed, and my education is out of date. Now let's move to my kids' generation. All four of my kids have advanced degrees in their fields. Most of what they learned in college was useful, yet they realize that continuing to learn is critical to stay current in their specific fields. They know that if they are not careful, they may very well wake up unprepared for the day. Once again, I am not saying education isn't important, but what I am saying is that it is more important to be a learner than to be learned. It's more important to be learning daily than to have a wall filled with degrees. The key to our success is to become lifelong learners.

Albert Einstein said, "Wisdom is not a product of schooling, but the lifelong attempt to acquire it." He went on to say, "Once you stop learning, you start dying." Lifelong learners are passionate about learning something new. This is much broader than just career-focused learning; lifelong learners go through life interested in life. Their passion for life makes them voracious readers because reading broadens their thoughts and opens up new horizons.

Lifelong learners make taking courses a regular activity. Whether it is continuing education or learning a new hobby, they are continually learning new skills. You will frequently find them outside of their comfort zones trying new things. They love making progress and work to cultivate an attitude that things can always improve. Lifelong learners take ownership of their growth and don't wait for others to plan the path for them. As leaders, we must realize that if our organization doesn't afford them the opportunity to grow and develop, they will find an organization that will.

Learners will always be prepared for what is around the next corner while the learned are left longing for days when they were in the know. The great news is that it's never too late to be a learner, and even better yet, the learned already have a great head start. It's back to school time once again. Let's start learning.



Tiffany Latino-Gerlock

Director of Government Relations & Communications

Albany Update

Over the last several weeks, there have been many developments emerging out of Albany. On August 10th in a video message to New Yorkers, Governor Andrew Cuomo announced his resignation. Former New York Lieutenant Governor Kathy Hochul has since become New York's 57th Governor and the first female to hold the post. MACNY has been working with her team on various ongoing issues related to manufacturing.

Several bills that passed both houses during the 2021 Legislative Session have been sent to the Governor's desk for final consideration or await further action. Below is a brief update on some of those bills that would impact New York businesses.

Small Business Recovery Grant Tax Exemption (S.7230/A.8033) - Legislation to provide an exclusion from income for amounts received from the COVID-19 pandemic small business recovery grant program. The bill was signed by Governor Cuomo.

Shared Work Program Requirement (S.18A/A.7353) - Legislation to require the Department of Labor to annually provide information to employers about the shared work program eligibility. The bill passed the Senate and Assembly and will be delivered to the Governor.

New York Health and Essential Rights Act (NY HERO Act) - This new state law mandates workplace health and safety protections in response to COVID-19. Under the law, the New York State Department of Labor, in consultation with the NYS Department of Health, developed a new Airborne Infectious Disease Exposure Prevention Standard, a Model Airborne Infectious Disease Exposure Prevention Plan,

and industry-specific model plans for the prevention of airborne infectious diseases. Employers had until August 5, 2021, to either adopt the applicable policy plan provided by the Department of Labor OR establish an alternative plan that meets the minimum requirements. Employers are now required to post a written notice of their plan to workers by September 4th. Plans only need to go into effect when an airborne infectious disease is designated by the NYS Commissioner of Health as a highly contagious communicable disease.

The following legislative proposals did not move during the 2021 State Legislative Session. These measures are ones that MACNY will continue to share concerns on with state legislators as the year continues.

The New York Health Act (S.5474/A.6058) - The proposed legislation did not advance in either house. MACNY opposes this bill as it would create a government run, "single payer" health care system to replace New York's current system of health coverage. The system would be financed by a mandatory new payroll tax on both employers and employees.

The Climate and Community Investment Act (S.4264A/A.6967) - This legislation would enact the CCIA. MACNY and other various business groups are concerned with this proposal as it would levy a "climate pollution fee" on all carbon-based fuels, including natural gas, petroleum, municipal solid waste, and biofuels, as well as on related fugitive methane emissions.

Please mark your calendars for this year's Legislative Breakfast on October 19th! At this time, we plan to hold the event in person at the DoubleTree Hotel in East Syracuse. To register, visit macny.org/events. In the meantime, we will continue to keep you updated on local, state, and federal issues as they arise. If you have any questions or concerns that you'd like to discuss, please email me at tiffanylatinog@macny.org.



**GOVERNMENT
RELATIONS**

ANNUAL LEGISLATIVE BREAKFAST

Tuesday, October 19, 2021

8 - 10 AM

DoubleTree Hotel, E. Syracuse, NY



AT A GLANCE

- 8:00-8:30 AM: Meet & Greet with Elected Officials and Staff
- 8:30-9:00 AM: Plated Breakfast, Welcome Remarks, and Legislative Introductions
- 9:00 - 10:00 AM: Event Program - Legislative Agenda and Updates on NY HERO Act, the proposed New York Health Act, and the Climate and Community Investment Act (CCIA), plus other key topics.

Questions?

Tiffany Latino-Gerlock

Director of Government
Relations & Communications
tiffanylatinog@macny.org

EVENT SUMMARY

Each year, this event serves as a regional opportunity for manufacturers and business leaders to meet with their local, state, and federal representatives to discuss issues that are pertinent to the manufacturing community.

The event begins with a meet and greet with elected officials, followed by a plated breakfast, a legislative update, and a program with speakers.

DATE & LOCATION

October 19, 2021 | 8 - 10 AM

DoubleTree Hotel

6301 NY-298

East Syracuse, NY 13057

COST

\$80 per MACNY Member | \$85 per non-MACNY Member
Sponsorship opportunities available.

REGISTRATION

Space is limited and registration is required.
To register, visit macny.org/events



Taylor Hodge
Workforce Development Specialist

PEB Partners with ERIE21 Innovation Academy at Le Moyne College

Partners for Education & Business, Inc. (PEB) and MACNY are excited to be providing programming in support of Le Moyne College's ERIE21 program. ERIE21 stands for Educating for our Rising Innovation Economy in the 21st Century and is an initiative designed to create equitable opportunities for students through early intervention beginning in the middle school grades and providing on-going support to students in high school and college. Through this strategy, ERIE21 can directly address the need for talent in high demand computational, software and engineering jobs here in Syracuse.

From July 19-30, the AT&T CNY STEM Hand in Hand Project was held as a key program in the 1st Annual ERIE21 Innovation Academy experience for 35 high school students. The Hand in Hand Project is a free science, technology, engineering, art, and mathematics (STEAM) and digital literacy enrichment program facilitated by the CNY STEM Hub and PEB. This year's Hand in Hand Project was led by Technical Leader, Paramintr "Mint" Tienpasertkij. Mint has an engineering background and is currently the Interactive Exhibit Designer and Science Educator for the Museum of Science and Technology (MOST). Under Mint's guidance the students worked in teams to design and fabricate prosthetic hands using 3D modeling software. Students met and worked with the recipients on multiple occasions to learn about their desired specifications and to collect measurements prior to the designs being sent to our partners at CADimensions for 3D printing. Students worked together to assemble the hand prosthetics once the printed pieces were received. The recipients of the hand prosthetics are community members, including a student who participated in the program. We are also excited at the prospect of growing our partnership with Operation Walk Syracuse by delivering prosthetic hands to children and adults in need through St. Joseph Hospital in Koforidua, Ghana this fall. To facilitate this service, PEB will continue its partnership with ERIE21 into the new school year when students will continue to design, produce, and deliver the prosthetic hands. A huge thank you to our collaborating partners at AT&T, Syracuse Orthopedic Specialists, CADimensions, and Syracuse Prosthetics and Orthotics, for the invaluable experience provided to the students.

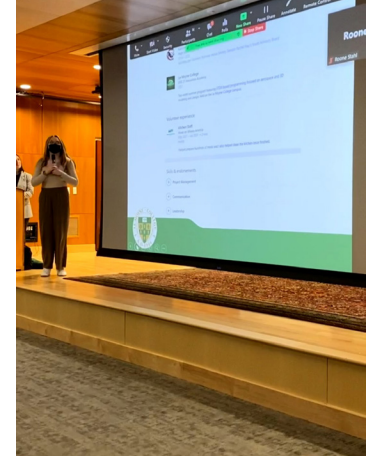
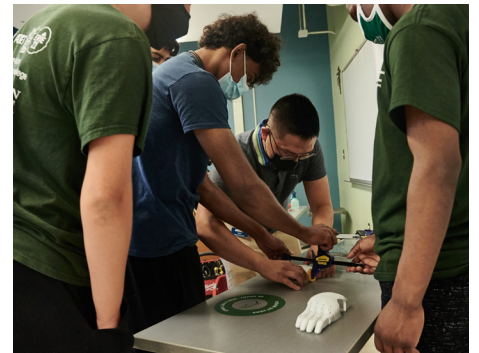
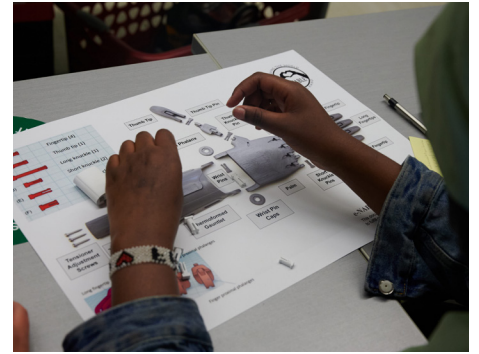
We also provided a career readiness component as part of the ERIE21 Innovation Academy. Our Workforce Development Intern, Richa Zirath, and I developed and delivered a Career Branding Workshop to the students providing them with tools they will need to build and promote their professional brand. Through hands-on activities we talked about personal attributes and future career aspirations. As a part of this program each student had the opportunity to receive a professional headshot and create a LinkedIn profile which allowed them to speak to their past experiences, skills, and character traits that will help them stand out to colleges and future employers.

The Innovation Academy concluded with a final closing ceremony where we highlighted the work of students from the AT&T CNY STEM Hand in Hand Project and the Career Branding Workshop. We are excited to continue to grow and sustain our partnership with ERIE21 in the upcoming academic year and beyond, delivering programming essential to our community.

PARTNERS FOR EDUCATION & BUSINESS



Roadmap to Success - Career Branding Workshop





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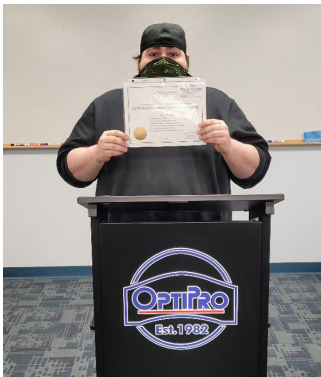
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- Pre- and post-training knowledge assessments
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- Guidance from our Client Success team, including advice, insights, and ideas built on best practices and years of experience



Eileen Donovan
Workforce Development Specialist

OptiPro Graduates Apprentices

Congratulations to Josh Torres and Sam Swenson of OptiPro Systems in Ontario, NY! They recently achieved Journey Worker certification from the New York State Department of Labor in their respective trades, Quality Assurance Auditor and Electro-Mechanical Technician. Both are MACNY-sponsored apprenticeship trades.



Torres attended Wayne Senior High School, which sits nearby OptiPro Systems on the map. Upon his graduation, he considered college his only option, advice offered to him by guidance counselors. If he'd known about apprenticeship, he'd have saved himself a bit of "floating around" and accumulating college debt.

Josh says that apprenticeship was "perfect" for him; it allowed him to earn while he learned his trade. He appreciates the education he's received and that this path left him debt-free.

The Quality Assurance Auditor job description lines up with his personality; Torres likes coming up with solutions to problems presented by OptiPro customers. He wasn't necessarily oriented toward sitting in classrooms, but rather enjoyed electrician and designing courses, "tech stuff." His job at OptiPro allows him to apply all that he's learned.

Swenson's path to certification included graduation from Naples High School and the attainment of an associate degree in Applied Science/Instrumentation and Control from Finger Lakes Community College. He went to work at

OptiPro in 2013; by the time he began his Electro-Mechanical Tech apprenticeship, he'd already accrued three years' on-the-job experience toward trade requirement.

Like Torres, Swenson was approached by OptiPro to consider apprenticeship. Both men appreciate their employer's interest in the training and development of their employees, as well as OptiPro's involvement with local high school students with job shadows and plant tours. While still learning every day, Swenson likes the fact that he's "not always doing the same thing." He wears many hats, moving between mechanics and electricians, guiding new employees, and adding to his own list of skills. OptiPro's commitment to cross-training offers these two the opportunity to work together from time to time.



When asked, "What's your advice for today's high school students," both Journey Workers emphasize the importance of exploring your interest in the "tech stuff." Swenson advises, "Start early taking as many tech classes as you can. Earn college credits if possible. Take a job and see if you like it. Ask for help from your guidance counselors." Agreeing with these statements, Torres adds, "There's a skills gap. Education is important, but if you can go into a trade, you can make a great living in a job that is necessary." Both feel that the trades are unfairly "looked down upon," and that they need better press to attract high school students.

Both Journey Workers look forward to acting as "ambassadors" for apprenticeship. Indeed, Swenson already works with local students exploring manufacturing career opportunities at OptiPro. Here at MACNY, we applaud their success and OptiPro's investment in workforce development programs like the NYS Registered Apprenticeship.



Cindy Oehmigen
Director, Energy & Corporate Services

Looks Can Be Deceiving

Think back to the days before COVID...and then turn the clock back even further to the days when families, friends, and neighbors would gather for an evening of fireworks on the Fourth of July.

With that vision in mind, I am going to divert your attention now to the bottom of the ocean. Occasionally I get the chance to watch interesting science shows. Most recently I was fascinated by a NOVA episode (originally aired in 2016) that chronicled the adventures of a group of American Museum of Natural Science scientists chasing fluorescence and bioluminescence. Off the coast of Australia lies the Solomon Islands and the Great Barrier Reef. Coral has its own story to tell, but this was specifically about light emitting animals (including coral). If you have ever done any diving, you will know that down about 100 feet, everything looks blue. Just deep enough that the light spectrum cannot penetrate...but wait, that is unless you are using filtered lenses (which means you are either a fish who is naturally equipped with yellow lenses or a photographer/scientist who has brought lenses along). Using lenses, one can see frequencies on both ends of the light spectrum normally not visible to the human.

While land-based creatures that feature luminescence are few (lightning bugs), there is an amazing number of sea creatures that do, 90% of them. Given the lack of light down-under, these creatures create their own light. And there are two categories of luminescence by which sea creatures light up.

1. Fluorescent molecules (Fluorophores) can re-emit light upon light excitation. Chromophore is a part of the molecule that determines the color of the light that is re-emitted. The molecule absorbs light at one

wavelength and then re-emits at a longer wavelength that is lower energy.

2. Bioluminescence is created through a chemical process. It is the outcome of oxidation of luciferin and luciferase.

One requires addition of light, the other is a 'self-contained' process. Besides being a beautiful display, like a Fourth of July celebration, these creatures use this ability for many things:

1. There are not many places to hide from their predators, so they use flashes of light to blind them. Or they produce an underbelly light exactly matching the light coming from the surface, thereby becoming invisible
2. To attract food, they mimic food that their target prey eats to draw it in. Some lure it to a sticky substance where it is trapped.
3. Displays to attract/communicate for mating purposes. (Just like their earthly counterparts—the lightning bug.)

Here is the part I found most intriguing. Scientists have discovered that through the use of the gene from the DNA chain sequence that provides this ability, they have been able to transplant the luminating capability via the proteins in active nerve cells in the brain. This provides the ability to track where particular cells that light up are traveling as a live brain is thinking. By using different colors, they can track for different proteins. To actually see the thought process taking place or track how a cancer cell spreads (only in mice and flies so far). The challenge with the human brain is the density—the light cannot penetrate. However, the search is on deep in the ocean for the proteins that produce longer wavelength (in the infrared range) that could work with a human brain. Imagine how that might advance research in so many valuable fields. I admit it is also a little scary, but think about what life-saving developments that may produce.

Toxins from pollution are a barrier to bacteria producing light. This presents a way for detecting pollution before it is visible to the human eye.

And we could technically develop bioluminescent trees and have off the grid natural light. (The fact that a scoop of green bioluminescent ice cream would cost \$220 right now is a challenge to be addressed.

I cannot do justice with words on how beautiful the videos were in this NOVA episode, so I encourage you to watch online at <https://www.pbs.org/wgbh/nova/video/creatures-of-light/>.

WELCOME OUR NEW MEMBERS...

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WELCOME



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James Shomar
Chief Growth Officer

You Need People Who Get Stuff Done

Who should you recruit to your team of “co-founders”? If given the choice between an eager, competitive intern who gets stuff done and an experienced senior leader who doesn’t like to get their hands dirty, I’d take the intern without thinking twice about it. That’s what I recently told an executive I’m working with on a new business as he was trying to figure out who from his company to add to the team. That’s not to advocate for filling your founding team with interns. It’s to highlight the fact that you need people who get stuff done.

When you’re launching a new business, opening a new office, going into a new market, introducing a new product, etc. be extremely mindful of who you add to the team tasked with launching that new venture. Most leaders will fall on their traditional methods of building teams: looking for people with experience in a particular area, bringing in someone from marketing, adding a person focused on lead generation, looping in the engineers that developed the technology, etc. That all sounds logical and intuitive but if we set our predispositions aside, who are the right people to add to the team? Who makes for the best co-founders?

The simple answer is “doers.” You want doers on your team. People who are driven, eager to learn, look to make objective, data-driven decisions, and just get stuff done. I don’t look at what their degree is in. Their seniority is secondary. Co-founding teams are rarely in need of more opinions. They need people who want to get to the facts as quickly as possible, and the only way to figure out the facts is to get out of the building and start talking to customers. You need people who get stuff done.

The easiest way for your new venture to die is simply not being able to execute fast enough. If your team cannot run experiments on a weekly basis then it will not progress fast enough for your new venture to actually get off the ground. When I’m involved in helping a company launch a new venture, I meet with them on a weekly basis for this reason. It may seem like not a lot of progress can be made in a week, but the team needs to be focused on executing to that kind of cadence. Otherwise, weeks become months, months become quarters, and you look back a year later only to realize you’re still “thinking about” that new venture you wanted to launch. I understand everyone on the team will have competing priorities. All the more reason you want doers on your team. The market doesn’t care that your team has competing priorities. It’s not waiting for you. You need people who get stuff done.

MACNY's Annual Golf Tournament July 19, 2021 Bellevue Country Club

Congratulations to this year's golf tournament winners!

First Place: Knowles Precision Devices - Jeff P., Joe G., Trevor O., & Gary O.

Second Place: Dermody, Burke & Brown and Community Bank - John T., Lester B., Don A., & Tom B.

Third Place: Lockheed Martin - Mike S., Mike P., Mike G., & Kellen F.

Longest Drive (Women) - Tracy F., Falk Precision

Longest Drive (Men) - Joe G., Knowles Precision Devices

Closest to the Pin (Women) - Kristen G., Actalent

Closest to the Pin (Men) - Mark D., Direct Energy

There were no skins winners this year. The money collected was donated to CNY Diaper Bank and Food Bank of CNY.



We would like to extend a special thank you to our event sponsors:





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