CENTRAL UPSTATE

PEOPLE POWERED

EDITION 10

A publication of MACNY, The Manufacturers Association



10 | Do You Truly Understand Your Value Proposition? Customer discovery could lead to new insights. **18 | Knock, Knock...It's Opportunity at the Door** Take up the charge for renewable energy. **30 | Resilience** Bolster yourself for times of stress or uncertainty.



Let us help you focus on opportunities to increase production and reduce on-the-job accidents.

Our team of experts is ready to show you how energy-efficient upgrades can help you increase productivity and the health of your workforce.

Find more opportunities at ngrid.com/business-macny

nationalgrid



Incentive offers vary by service territory for National Grid customers. These programs are funded by the energy-efficiency charge on all customers' gas and electric bills, in New York and Massachusetts per state regulatory guidance and in accordance with Rhode Island law.

12

A New World for Employees and Employees are treated, and the benefits they value, impact retention.



Inside

5

From the President's Desk: A welcome from MACNY's President & CEO Randy Wolken.

7

Expanding Apprenticeships in the Semiconductor and Nanotechnology Industries: A U.S. Department of Labor award allows for the expansion of a key program.

10

Do You Truly Understand Your Value Proposition: The first thing any company should do in order to grow? Listen.

14

Vision Through the Lens of Workforce Development: How MACNY is helping members address the skilled worker shortage.

18

Knock, Knock... It's Opportunity at the Door: The cost of doing nothing to reverse climate change may be higher than the cost of doing something.

26

Building a Performance Culture: Knowles Precision Devices recognizes the power of people, and has devoted itself to understanding and developing its workforce.

30

Resilience: Improve how you confront difficult situations.

34

Member Directory: A listing of MACNY members.

46

Index of Advertisers: A listing of our advertisers.

On the cover: A Knowles Precision Devices employee inspects a surface mount filter under a microscope. AMELIA BEAMISH



We're More Than Just a Box Company

We've been in business since 1956 serving Western, Central, and Upstate New York, Western Pennsylvania, Cleveland and Northeast Ohio, as well as Ontario, Canada. We consider ourselves to be problem solvers, innovative thinkers, and partners with our customers first and foremost.

As a custom corrugated packaging manufacturer, Jamestown Container provides unique, cost-effective solutions to a wide variety of challenges, with quick responses and exceptional quality and service — everything you need to stay competitive within today's market.

jamestowncontainer.com

855-234-4054

Corrugated Packaging | POP Displays | Retail Packaging | Litho Laminated Cartons | Specialty Gluing Inventory Management | Stock Boxes | Packaging Supplies | Contract Packaging | Design Assembly & Fulfillment | ISTA Test Lab | Custom Foam Packaging



FROM THE PRESIDENT'S DESK

Welcome.

THIS PAST YEAR has been full of both challenges and opportunities. As an organization, MACNY has continued to learn and grow — and we've seen the same within the manufacturing and business communities of Central and Upstate New York. Our community has remained resilient in the face of new demands. Companies and organizations are growing again and are adapting to a new way of life and a new economy.

We're pleased to share news about investments and partnerships that will allow us to accelerate New York State Registered Apprenticeships in Advanced Manufacturing, just one avenue for addressing a workforce supply issue we've long been tackling. Read on as we also highlight how

> work environments have changed, tips for leaders to remain strong in adverse situations, how to discover what your competitive advantage really is, and ways we, as individuals and businesses, can be more intentional with our energy use.

> > Undoubtedly, the last two years have impacted attitudes, priorities, preferred styles, and flexibility around work, in addition to the supply of skilled workers. In this issue, we spotlight member company Knowles Precision Devices in Cazenovia and its commitment to building a culture of performance by educating and empowering its staff.

> > > Opportunities are often disguised as difficult situations, and we learn by overcoming. Let's continue to work together and to learn about ourselves and each other. We will only be stronger for it.

I hope you enjoy this issue as much as we have enjoyed producing it. And, as always, thank you for making Central and Upstate New York such a great place to live and work!

Randy Wolken

Randy Wolken, President & CEO

NATERIALS Science Changes The World

Indium Corporation People make it happen.

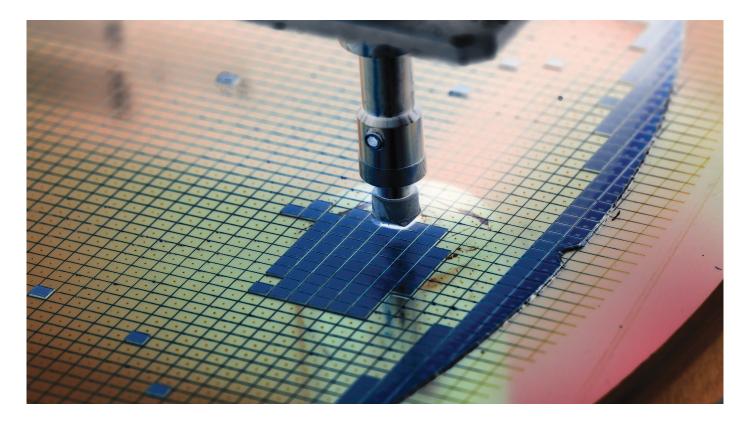
> Your opportunities are endless, explore our careers and find the perfect fit: jobs.indium.com

©2022 Indium Corporation









Expanding Apprenticeships in the Semiconductor and Nanotechnology Industries



BY TIFFANY LATINO-GERLOCK DIRECTOR OF GOVERNMENT RELATIONS & COMMUNICATIONS

THE U.S. DEPARTMENT of Labor recently awarded the National Institute for Innovation and Technology (NIIT) a contract to expand the use of Registered Apprenticeships and provide increased access for all workers to careers in strategic supply chains. Here in New York, MACNY will play an integral role in this expansion of workforce training initiatives in the semiconductor and nanotechnology industries. The investment grants approximately \$2.4 million per year

over four years, up to \$9.5 million. The funding will be used to scale the NIIT's Growing Apprenticeships in Nanotechnology and Semiconductors (GAINS) program.

The GAINS program will leverage previous investments by the National Science Foundation-Advanced Technological Education program, and will leverage the NIIT National Talent Hub, a nationally integrated infrastructure to attract, train, and connect individuals with careers in industries tied to national security and global competitiveness. In partnership with MACNY, the GAINS program will build upon the NIIT's successful Registered Apprenticeship model, which was piloted in New York state last year, and Jobs for the Future's Center for Apprenticeship & Work-Based Learning. National program partners also working with the NIIT to facilitate the GAINS program include Maher & Maher, an affiliate of the American Institutes for Research, and Credential Engine.

"The NIIT brings the industry expertise, competency-based approach and Talent Hub infrastructure needed to effectively implement Registered Apprenticeships in what has been a challenging sector to engage," says Randy Wolken, President & CEO of MACNY, The Manufacturers Association. "There is no other entity focused on the sector with the expertise and existing systems that the NIIT brings to the table, and we are looking forward to continuing to work with the Institute and other partners to help scale the GAINS program nationally."

Laury Ferguson, Director of Apprenticeship and

Workforce Development at MACNY, will oversee the program for MACNY. MACNY will continue to assist with partner development, employer outreach, and project management, serving as a subject matter expert and strengthening outreach with local, state, and national companies and organizations. MACNY is excited to be part of this significant grant and mission to support national security issues by ensuring a trained workforce is ready to start the reshoring of the semiconductor industry and companies within the nanotech sector. Over the course of the four years, we expect to support more than 3,000 apprentices, with a focus on underserved and under-represented populations.

Ferguson says, "MACNY is thrilled to serve an integral role in this important endeavor. Now more than ever, we need to focus on building the workforce of the semiconductor and nanotech sectors as it is critical to U.S. economic growth, national security, and global competitiveness. This program will do just that."

Mike Russo, President & CEO of the NIIT, says



the Institute is dedicated to such efforts. "The NIIT's mission is to ensure strategic industry sectors in the United States have what they need to prosper, innovate, and develop the talent pipeline as a top priority. Our National Talent Hub and its state-of-the-art competency-based system leverages advanced data analytics to connect jobseekers, employers, and training providers, and more efficiently target training. We look forward to strengthening our partnership with MACNY to advance Registered Apprenticeships in these strategic supply chains," says Russo.

Thanks to the pilot program, the wheels are already in motion in our area: MACNY member Indium Corporation is a premier materials refiner, smelter, manufacturer, and supplier to the global electronics, semiconductor, thin-film, and thermal management markets. The company started working with the NIIT and MACNY last year to launch its apprenticeship program and announced the program formally with an apprenticeship signing at its headquarters in November 2021. According to Indium Corporation President and Chief Operating Officer Ross Berntson, Indium Corporation has gained a credentialed program that leverages the strengths of supervisors and subject matter experts, local colleges, and organizations such as the NIIT and MACNY. Berntson says, "By working with the NIIT and the MACNY-led partnership, we were able to design a program so that apprentices more effectively advance in their current positions and meet the rapidly emerging needs of the advanced manufacturing industry, especially semiconductors."

To learn more about this program, e-mail Laury Ferguson at Iferguson@macny.org or call her at 315-474-4201 extension 49. Visit www.niit-usa.org for more information on the NIIT and GAINS program.

To contact Tiffany directly, email tiffanylatinog@macny.org.

S10158226-01

∧ your goals are a big deal TRUST THEM TO THE RIGHT TEAM



MEET THE TEAM (From Left to Right)

Michael Murphy, Senior Commercial Banking Relationship Manager
Ben Verrette, Business Banking Officer
Jonathan Spilka, Business Banking Regional Manager
Robert Vertucci, Senior Commercial Banking Relationship Manager
Kathleen Joeckel, Commercial Banking Specialist
Richard Driscoll, Senior Commercial Banking Relationship Manager
Richard Shirtz, Regional President
Michelle Corapi, Treasury Management Sales Officer
John Mason, Regional Commercial Banking Manager
Robert Markowski, Senior Commercial Banking Relationship Manager
Beh Steneri, Regional Commercial Banking Relationship Manager
Beth Steneri, Regional Commercial Banking Administration
Nicholas Petrovich, Commercial Banking Account Representative

HOW CAN WE HELP YOUR BUSINESS TODAY?



Local Perspective and Decision Making



Capital and Treasury Management Solutions

Working toward reaching your goals is easier when you have the help of an experienced team. For more than 165 years, we've been there for our clients and customers, providing customized guidance and personal service to assist you in turning your goals and dreams into realities.

Start a conversation with one of our **experienced, local professionals** today and see why the right team matters.

For questions or more information, visit **www.nbtbank.com/cny.** Oswego County | Onondaga County | Cortland County

VOTED ONE OF FORBES WORLD'S BEST BANKS TWO YEARS IN A ROW











Do You Truly Understand Your Value Proposition?



BY JAMES SHOMAR, CHIEF GROWTH OFFICER

WHEN A BUSINESS is looking to grow, the typical approach is to hire more sales staff, produce content marketing strategies, perform email and cold call campaigns, run advertisements, etcetera. These are just tactics; they're tools. Really leveraging your strengths and what you bring to the table better than anyone else requires a more sophisticated approach, one which starts with a concept known as "Customer Discovery."

Most businesses operate under the false assumption that they have an in-depth understanding of their market, the competitive landscape, their customers' perspective, or even the value created by their own products or services. By this I mean that because of the way businesses are organized and sales are conducted, the true underlying value of your product or service is very likely going overlooked — unintentionally — by you and your customers.

Think about how most sales conversations tend to go. When a salesperson asks about a customer's problems, it is primarily as a sales tactic. Once enough information has been uncovered to transition into a sales pitch, the investigation ends. The goal of that conversation is simply to get that customer to make a purchase.

Customer discovery conversations prioritize the gathering

of information over the sale.

That doesn't mean purposely leave a sale on the table. It just means that the primary motive of customer discovery conversations is to dive as deep as possible into the customer's perspective, their problems, and how you may be creating value for them that they don't realize.

Let's review a hypothetical example to illustrate the point: ABC Maintenance Inc. offers maintenance service for manufacturing companies' machinery. For decades they have positioned themselves as having the best customer service in the region. They may not be the cheapest option, but they're the highest quality and most responsive. That's their sales pitch. They decide to conduct some customer discovery interviews with past customers to test that idea and uncover how customers truly define value. "Tell us about your biggest pain points in operations right now." "Do you have a preventative maintenance plan?" "How are decisions made around maintenance of equipment?" "Do you have challenges getting your machines fixed in time?" "How much downtime has been caused this year because of maintenance issues?" "How much has that cost you?" and so on.

It turns out the biggest pain point for their customers is not the cost of repairs, it's the downtime of machines. Every day a machine is down, the customer is losing money. I don't mean just lost revenue either; I mean they are literally in the red that day, maybe even that entire week. ABC further realized they were two to three times faster than their competitors at getting machines back up and running. This fact was largely overlooked under the premise that the company's value proposition was customer service. While that's important, the real value was minimizing the downtime! Customers couldn't care less if ABC charged 25% or 50% more for their service as long as ABC was twice as fast at getting them back up and running, because the real cost was incurred during all the time the machines were sitting idle! Suddenly customers no longer view ABC as the "luxury" option but as a way to solve one of their most pressing operations problems. Customers were seeing a huge return on investment from contracting with them.



And ABC had been operating without that knowledge for decades...

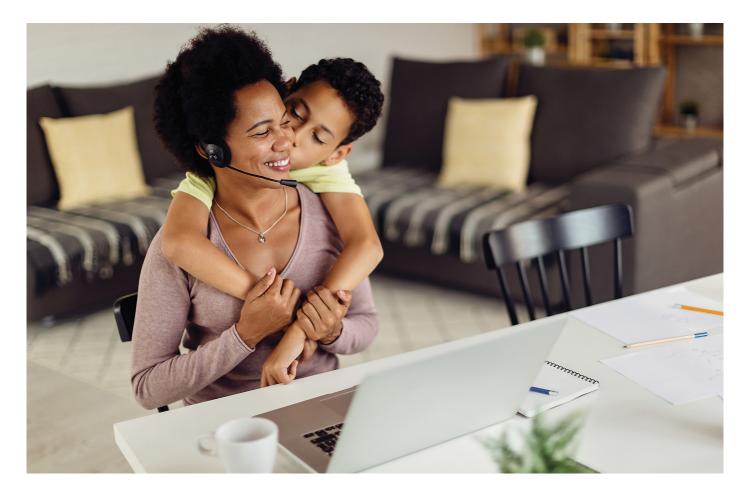
Think about the ripple effects this key insight could have on their business. A new perspective on the company's value could completely change the function of ABC's sales and marketing department. I envision a strategy of calling up the operations and maintenance staffs at area manufacturers and simply saying, "We're two to three times faster than any competitor which means we save our average customer X amount of dollars in recovered downtime. All I ask is that the next time something breaks, give me a call. Feel free to call all of our competitors, too, but we'll be the fastest." Who's going to forget that phone call? And every time something breaks, it's an opportunity for a follow-up call about a preventative maintenance plan or a new machine purchase, providing further return on investment.

The point is, before you can scale you need a deeper understanding of your customers, their problems, and what value you provide. I'm willing to bet that your sales department is not doing this to the extent required. Customer discovery involves deep conversations where you are intentionally prioritizing the gathering of information over the sale. This knowledge will give you leverage that could transform your business model, your messaging and marketing strategy, and ultimately provide a strategy for scale.

To contact James directly, email jshomar@macny.org.







A New World for Employees and Employers



BY PATTY CLARK, ACCOUNTING & BENEFITS MANAGER

YEARS AGO, A new employee was given a standard package, set benefits and office hours, and a specific number of PTO and sick days. No one worked remotely, benefits were standard across the board, sign-on bonuses were only for C-suite level staff, and retention bonuses were unheard of for most. But as the working world changed, so did employees' demands, and accordingly, what employers were offering existing and new staff members to stay competitive. Employees were looking for more work-life balance, flexibility, career advancement, learning opportunities, and additional benefits — and some were willing to accept smaller wage increases in exchange.

When the COVID-19 pandemic hit and the country shut down, many people were able to move to a remote work arrangement, but that was not an option for all. The United States had a record number of unemployment claims and people had time to reevaluate their lives, their jobs, and their careers. Some people realized they were able to change their lifestyle in order to stay home with their children. They thought about what they really wanted, reevaluating every aspect of their lives. This resulted in a labor shortage because people were not returning to jobs they previously held, choosing to either exit the workforce or change careers.

The labor shortage has employers looking at how they attract and retain staff. To retain employees, many companies have had to offer remote work to those whose positions allow for it, giving staff time back by eliminating their commute. Employers will need to ensure that those working remotely are able to work collaboratively and feel like part of the team. Interestingly, some companies have gone from hiring full-time employees to using contingent workers or contractors to cut costs and work on projects as needed.

Employers have also had to revisit employees' overall experiences, playing a larger role in supporting their financial, physical, and mental well-being. Employers are aiding their staffs with a more robust sick leave policy, helping out financially, adjusting work schedules, and even providing more help around elder care and childcare.

Employers are shifting focus away from employees' roles to the skills necessary for their roles. Improving skills may also open career opportunities or allow a worker to move up to a new role. It's a great time for companies to consider the workers in key roles and ask if they have the necessary skills to do their job and benefit the company. If the answer is no, there is an opportunity to develop a plan of action.

Some organizations have treated their staff as employees first and people second, while others have recognized the effect the pandemic has had on employees and taken a more humanizing approach. It is important for employers to be aware of the effect the pandemic has had on every aspect of people's lives, and no matter what approach they take, employers need to be aware of the effects their choice will have on their staff and the culture of the organization. How employees are treated, especially during a crisis, will make a difference in retention.

Employees need to make their employers aware of what they are looking for and what is important to them. If your employer doesn't know, they can't help. Don't be afraid to put yourself 100% into your job, meaning to be yourself authentically in the workplace. It will benefit you mentally and physically.

The demands of employees have changed, and employers need to listen. According to a 2021 IBM Institute for Business Value study, only 29% of Gen Z, compared to 49% of those over 55, felt benefits and salary "were key to their engagement." This indicates employers need to listen to the varied workforce and see what is important to them and in their lives. Plans can no longer be one size fits all. A Workforce Pulse survey by PwC found that younger workers — Gen Z and Millennials — would give up 10% or more of future earnings to be able to work remotely from anywhere. Employers need to encourage learning and growth of their staff and most importantly appreciate their workforce; do not take them for granted. Employers who show their staff they care about them as people will be the ones able to retain their staff.

The pandemic has shown employers and employees they cannot simply maintain the status quo if they want to thrive. Employees need to communicate their needs and wants with their employers, and employers need to listen and have a great relationship with their employees. One cannot exist without the other.

To contact Patty directly, email pclark@macny.org.



THE RIGHT RETIREMENT PLAN CAN SET YOU FREE.

An independent financial advisor can craft a retirement plan based on getting you where you want to go. Contact us today to learn how our team of experts can help you pursue the retirement you want. And let an experienced and impartial guide broaden your horizons.

Jay Donohue, MBA, CLU®, ChFC®, CFP®, AIF® 5760 Commons Park Drive, East Syracuse, NY 13057 Phone: 315.579.8890 jd@divwealth.com • www.divwealth.com



Securities and advisory services offered through Commonwealth Financial Network®, Member FINRA/SIPC, a Registered Investment Adviser.





Corey Nadeau, second from left, completed his apprenticeship at 110 Metalworks. Pictured with Nadeau is Eileen Donovan, Tessa Fellows, and Pete Adams, Nadeau's supervisor.

Vision Through the Lens of Workforce Development



BY EILEEN DONOVAN, WORKFORCE DEVELOPMENT SPECIALIST

MACNY IS THE voice and business solution leader for manufacturing excellence in Central and Upstate New York. Our vision, our call to action...but what do these words mean and how do we do it?

With manufacturing excellence as the goal, the solutions come into focus for us around the subject of workforce development. MACNY has long known that sustainable profitability and growth depend on our manufacturers' ability to attract and retain skilled workers. We didn't need COVID-19 to inform us that these workers are retiring in soaring numbers and that we need to lead with inspired solutions. Our members require immediate and long-term strategies.

Our affiliation with Partners for Education & Business, Inc. (PEB) is one big part of the long-term solution. For over 28 years now, PEB has worked with MACNY to develop the talent pipeline from school to career. Founder Joe Vargo believes that the original mission (paraphrased here) still resonates: to assure the economic vitality of Central New York by promoting, developing, and coordinating the involvement of schools, businesses, and the community in the task of preparing students for careers in Central New York. Throughout its history, PEB has excelled at providing in-person programming to deliver on its mission.

COVID-19 restrictions and protocols forced us to up our game and turn to virtual career exploration events. Working with strong industry volunteers, we served 600 students during the 2020-21 academic year, and reached close to 2,000 individuals through internet-based programming. The challenge presented by the crisis has also been an opportunity for PEB, as we expand our team and design innovative events.

We're proud of the fact that we have pivoted so quickly in the face of COVID-19. What was once a given — that we'd deliver our services face-to-face in a room full of students — has now become an option. In the span of one year, we have constructed and honed a hybrid platform and have accessed resources beyond our physical reach.

With PEB's attention on preparing our local students with needed skills for viable careers in Central New York, we have been hard at work expanding the other side of the department, Workforce Development, as a direct response to our member manufacturers' challenges: Where are the workers? How do we attract them? How do we train them? How do we retain them? We've known for a while that access to students who will make up their talent pool is critical; so is hiring, training, and retaining that workforce. Now, nearly two years after COVID-19 upset everyone's routines, our work has become even more significant.

To meet this new environment, MACNY continues to grow and expand NYS Registered Apprenticeships in Advanced Manufacturing across the state. Since the start of our sponsorship, we've delivered more than 20 Journey Worker Certificates through several programs. These are, for example, qualified CNC Machinists, Electro-Mechanical Technicians, and Quality Assurance professionals who are now certified to train others and to ensure their employers' viability well into the future.

Plant managers who understand that the investment in training is one way to address the tide of retiring talent turn to MACNY for solutions. They know that Registered Apprenticeship is a solid strategy to address the lack of skilled workers. For this time-tested, earn-while-youlearn training method, MACNY offers help in different ways: as the sponsor of apprenticeship programs for employers, or as a contractor as employers apply to attain Department of Labor approval to sponsor apprenticeship programs themselves. Apprenticeship is a solution we work to expand.

We know that finding people is vital to both short-term and ultimate sustainability. This roadmap includes our Career & Talent Platform. Since we launched this powerful recruiting and hiring tool two years ago, we've filled nearly 350 positions across New York State and have attracted over 10,000 applicants with whom our subscribers interact.

Recent improvements to the platform include an assessment tool (another upgrade made at the request of our member manufacturers who find themselves having to hire individuals from other industries, those who haven't worked in a manufacturing environment), and the ability to offer virtual job fairs.

New initiatives, like Youth Apprenticeship and Operation Next (working with service members transitioning back to civilian life), have necessitated the hiring of additional team members. It's exciting and challenging to have so much on our plates. We're thrilled to accelerate our contribution to MACNY's vision for manufacturing excellence in Central and Upstate New York with innovative workforce development programs.

Let us know how we can help by emailing Laury Ferguson at Iferguson@macny.org.

To contact Eileen directly, email edonovan@macny.org.



Klim Kazantsev, with his wife Irina and son Eustace.

Congratulations!

Recently certified Maintenance Mechanic Klim Kazantsev received his NYSDOL Journey Worker Certificate and Card at MACNY's office. We're so proud of Klim, who spent his four-year apprenticeship at Berry Global in Solvay, NY, completing 8,000 hours of on-the-job training and over 700 hours of related technical instruction.

Congratulations to the individuals who have graduated from MACNY's groupsponsored Registered Apprenticeship program. Since we launched the program in 2017, we have presented Journey Worker Certificates to nine CNC Machinists, five Electro-Mechanical Technicians, four Maintenance Mechanics, three Quality Assurance Auditors, and an Electronics Technician, a Manufacturing Engineering Technician, and a Toolmaker. These 24 skilled workers represent 13 different Central New York manufacturers.



C&S plans, designs, constructs, and maintains the built and natural environment.

Our philosophy is simple, we are successful when we deliver projects that make our client partners successful. Creating value for clients is a strategic anchor for C&S. - John Trimble, President & CEO



Integrated Project Delivery Design | General Construction | Construction Management | Design Build Mechanical | Electrical | Millwrighting | Equipment Installation | Maintenance



AMERICA'S FLATWARE COMPANY 100% MADE IN THE USA EVERYTHING YOU NEED TO SET Your tabletop right. All made in America! WWW.LIBERTYTABLETOP.COM

16 CENTRAL UPSTATE MFG. EDITION 10

FROMPSON & JOHNSON EQUIPMENT CO., INC. **Family of Solutions**



For over 65 years, Thompson & Johnson has been a trusted partner for all your material handling needs.

Let us help your business make the switch to electric forklift upgrades.

We will assist you by aligning technology and environmental friendly principals to make your business more productive.

With 4 locations across New York, visit our website to see how we can help.

Visit us at: www.thompsonandjohnson.com

\$10185468-01

CYBERSECURITY Starts with NY MEP

The New York Manufacturing Extension Partnership (NY MEP) centers are ready and equipped to protect manufacturers.

Contact Us Today. NewYorkMEP.org







Knock, Knock...It's Opportunity at the Door



BY CINDY OEHMIGEN, DIRECTOR OF ENERGY & CORPORATE SERVICES

I DON'T REMEMBER a time when the weather was in the news as much as it is now. Certainly, there were occasional natural disasters that occupied the front page for days, but not so many separate storms or events that came one right after the other across the entire nation. Not only are there more, the impacts of each on people and the economy are growing. I am certain the political climate is also contributing to more frequent conversations around climate change.

It is one thing to recognize we have a challenge ahead of us. It's altogether different to know what to do about it. No one thinks this is easy. However, I find it encouraging that there are initiatives to address the things we know we can change, and innovations that may help us address the things we currently think we can't change.

WHAT CAN CONSUMERS DO?

- **1.** Look for new, more earth-friendly products: low-impact packaging, made from recycled materials, produced locally
- 2. Bring your own cloth bags to the store
- 3. Sign up for Community Solar
- 4. Use a refillable water bottle
- 5. Turn off lights or install motion-activated switches

Make your next car an electric vehicle (EV)
 Shop online

WHAT CAN MANUFACTURERS DO?

1. Make time to audit processes for any kind of waste: resources, people's time, water, air, energy

2. Seek out local suppliers to minimize transportation (and contributions to greenhouse gas emissions)

3. Install EV stations/encourage employees

- to consider electric vehicles
- **4.** Convert your fleet to EV

5. Consider alternative equipment to replace fossil fuel use

6. Seek to leverage wind, solar, or hydro power to fuel operations

HOW DO I GET STARTED?

You don't need to go it alone; bring in experts to assist:

1. MACNY can help eliminate waste

- a. Lean Six Sigma
- b. Quality Tools
- **c.** Problem-solving tools

2. Pollution Prevention Institute (P2I) rit.edu/affiliate/nysp2i/about-nysp2i

a. Works with companies to reduce "down

the drain, up the stack or to the landfill" **3.** New York State Energy Research and Development Authority (NYSERDA) nyserda.ny.gov

a. Programs to help companies improve energy efficiency

i. Strategic Energy Manager (SEM)

ii. Onsite Energy Manager (OSEM)

- III. Virtual Treasure Hunt (VTH)
- iv. Carbon Challenge (CIC)
- v. Flex Tech

b. Programs to encourage use of renewable energy sources

- i. NY-Sun (solar)
- ii. Wind Generation
- iii. Hydro

iv. Electrification of transportation

New York state is vying for best-in-class Clean Energy Programs. The state's ambitious goals should be common knowledge by now. It will take all of us doing our part to make this happen, but I have witnessed how New Yorkers can come together to address a serious challenge.

So far, I have only been discussing the social responsibility, the altruistic side of this challenge. As is usually the case, when there is a challenge. it is balanced by opportunity. I attended and participated in some renewable forums just prior to writing this. Assume for a minute you are not yet inspired to take up the green flag. What if you found yourself connected to the prime developers who are looking feverishly to source parts and supplies locally? The two most prominent themes at both events were finding workers and finding local suppliers. Just to give you a peek at the scale of the opportunity, there are over 14 large solar projects already on the books with thousands of various components. I am confident the same is true for the wind energy market.

I hear the concerns companies have about moving to renewables and what it may cost. The cost of not doing anything has to be taken into consideration, too. Not only does the environment suffer, but it is also very likely your large customers soon will be requiring proof that you are making efforts to reduce your carbon footprint. Cost, either way, is inevitable. I believe there is a substantial growth opportunity for companies who choose to pursue this industry. I learned there are multiple organizations interested in supporting this endeavor.

New resources are being established to connect companies with these developers. An additional, indirect benefit is that sourcing locally will minimize transportation costs and will help drive positive impact on greenhouse gas emissions.

I am very interested to hear from you about what barriers you foresee in your company's path to convert to renewables.

To contact Cindy directly, email coehmigen@macny.org.



Cyber Insurance is a critical risk management tool for any business. If you're properly covered you can rest assured that there will be a team waiting, plan in place, ready to help should you ever need it.

- Security Best Practices
- Coverage Limits That Financially Indemnify Your Company
- Experienced Criminal Negotiation Team
- Securing Ransomware Payment
- Scanning Systems

Insuring All you Value

315-451-1500 haylor.com

\$10158303-01



PUTTING **POWER** TO WORK in Central New York since 1955

AIROTRONICS Timers and Controls TRIMAX Circuit Protectors PELTEC Timers and Controls STK ELECTRONICS Film Capacitors FLEXCON Flexible Test Connectors PELCOEMS Electronic Manufacturing Services

For more information about Pelco and our range of products visit us at:

www.**pelcocaz**.com



flysyracuse.com



CUSTOM SEWING

Programmable Sewing Single Needle Sewing Sonic Welding Embroidery Grommeting Riveting Custom Fixtures Hot & Cold Cutting



MANUFACTURING CO., INC.

STURGESMFGCO.COM

(315) 732 - 6159 2030 Sunset Ave. Utica, NY 13502

O ISO 9001:2015

ENGINEERED WEBBING

Kevlar® Nomex® Vectran® Dyneema® Nylon Polyester

Kevlar® and Nomex® are registered trademarks of the E. I. du Pont de Nemours and Company Dyneema® is a registered trademark of DSM Protective Materials. Vectran® is a registered trademark of Kuraray America, Inc.



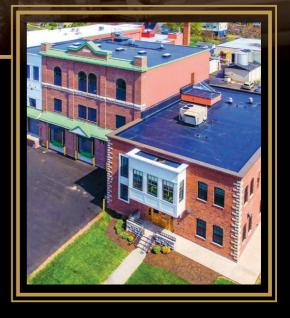
FOUNDED IN 1897.

STILL FOUND RIGHT HERE IN SYRACUSE.

Cathedral Candle Company is honored to celebrate 125 years of exceptional candle making.

The first Cathedral candle was lit in 1897 – igniting well over a century of tradition and quality. Today, we're still family-owned and -operated, still in the same Syracuse location, and still continuing to grow our business. Most importantly, we're just as dedicated to our craft and our community as we have been since the very beginning.





cathedralcandle.com

Where Memories Begin

Whether you are building a business or a family, Empower Federal Credit Union has the financial products, tools, and programs you need to achieve your goals and create lasting memories.

From no monthly fee checking to home and auto loans, first time home buyer programs, small business loans and lines of credit, Empower has you covered. Manage accounts easily with online banking and access our mobile app 24/7.

Contact Empower today!

800.462.5000 • empowerfcu.com • Visit your local branch

- Savings Accounts
- Checking Accounts
- Credit & Debit Cards
- Auto Loans
- Mortgages
- Home Equity Loans
- Small Business Loans
- Lines of Credit
- Online Banking



Insured by NCUA. NMLS #412348 Membership eligibility required. Loan approval based on creditworthiness. Rates, terms, and conditions subject to change.



A HISTORY OF INNOVATION. A LEGACY OF LEADERSHIP.

As The Raymond Corporation turns 100, we'd like to mark this milestone by recognizing the loyal customers, trusted partners, and dedicated employees who have made the past century possible.

From our humble roots as a small foundry in Greene, NY, to our leadership position on the global material handling stage, we're proud of our long history of innovation, quality, and service, and our steady commitment to the places where we live and work.

Thank you, again, to our remarkable people. Your vision and skills have driven this company—and this industry—forward since 1922. We look forward to seeing what you achieve over the next 100 years.





From left, Laura Brown, Human Resources Manager, Chris Dugan, President, and Jesse Conklin, Plant Manager at the Knowles Precision Devices headquarters in Cazenovia, NY.

Filtering Out the Noise

WITH SO MUCH changing information and so many different demands coming at us each day, it is important to regroup around your company's mission and values, and the people who live those daily. It's not news to anyone that workforce development continues to be a priority, and this has been accelerated by the changes brought on because of the pandemic. We spoke to a local company that has focused its energy on connecting with and developing its people as a key part of its success strategy.





Building a Performance Culture

FROM CAPTURING NEIL Armstrong's words on the moon during the Apollo 11 mission to providing integral parts on the International Space Station, Knowles Corporation has been a leading provider of high-performance audio solutions and specialty electronic components since its founding in 1946. In 2014, Knowles Corporation combined several strategic acquisitions, including Dielectric Laboratories (DLI), Novacap, Syfer, and Voltronics to form Knowles Precision Devices. Cazenovia-based Knowles Precision Devices is the fastest growing division of the business, focusing on highly engineered capacitors and radio frequency (RF) components used in critical applications across several sectors. Locally

the division employs 237 people in manufacturing and engineering roles, with more than 1,200 employees working in facilities in the Americas, Europe, and Asia.

We asked Knowles Precision Devices President Chris Dugan to share how the company has adapted to the changing market and about its emphasis on workforce development.

WHAT DOES YOUR COMPANY MAKE?

Knowles is primarily a supplier of high-performance Micro-Electro-Mechanical Systems (MEMs) microphones used in hearing aids, laptops, and mobile phones. By contrast, our division (Precision Devices) focuses on the design and Above, employees stack and laminate dielectric material in the Knowles Precision Devices headquarters.

knowlescapacitors. com/careers production of a wide variety of highly engineered capacitors and microwave and millimeter wave (mmWave) RF components that are used in critical applications in military, space, medical, electric vehicle (EV), and 5G market segments. The specialty components we design and develop include multilayer ceramic, single-layer, highreliability, and precision variable capacitors; electromagnetic interference (EMI) filters: and microwave devices such as RF filters, splitters, and couplers. Our capacitors have very special applications, but in essence a capacitor does two things: it takes a constant source of power and makes it a variable source, and it can filter out unwanted electromagnetic waves that might disrupt a circuit. An RF filter essentially acts like a skinny tube you might use to talk to someone across a noisy room. They hear what you want them to hear, not the noise. The spectrum used for radars, jammers, and 5G telephone signals is noisy. We help get a clean signal where it's needed.

WHAT MAKES YOUR COMPANY DIFFERENT?

We're very intentional about focusing on customers and applications where the systems are operating at high voltages, temperatures, or frequencies. A good example is the components we sell into the electric vehicle (EV) market. They are very rugged and can operate in much higher temperatures and voltages than the commodity parts that go into a combustion engine vehicle. Not surprisingly, they are also significantly more expensive. Similarly, the parts that filter signals for a radar or electronic warfare jammer are very specialized and undergo rigorous testing. A lot of those filters are developed and produced here in our Cazenovia facility. For a company our size, we're heavy on engineering and development because we compete primarily on innovation, not on price.

TO WHAT FACTORS WOULD YOU ATTRIBUTE YOUR COMPANY'S SUCCESS?

There are myriad factors, but the key ones are people, culture, and intentionality in where we play. While we've invested in a lot of great technology, people are still designing the filters, interacting with suppliers to get materials,



A tape casting machine is ready for the next run.

working with customers to define the order, and operating the machines to produce and ship the product. We select good people to join us, and we've defined as one of our four strategic priorities the development and communication of clear employee career paths, cross training, and skills exchanges in order to ensure we have an environment that enables every team member to deliver their best contribution every day. Our culture is well defined by our core values: model ownership of your tasks, develop and leverage talent, demonstrate urgency, stretch to improve, project a positive mindset, and be transparent and data driven. In terms of intentionality, we're market centric. We focus our energy and capital on the subset of markets that reward engineering engagement and development of high-performance components. If you try to be everything to every customer, you'll flounder.

HOW DO YOU APPROACH RECRUITMENT, TRAINING, AND WORKFORCE DEVELOPMENT?

A few years ago, partly due to our rapid growth, we had retention problems at a couple of our sites. When we dug into the root causes of people leaving, we realized it wasn't about money in most cases, but about poor onboarding training, lack of clarity about career paths, and lack of understanding about the business' direction. We needed to do a much better job explaining our mission and equipping our team to deliver their best each day. Most of it was addressable with training and communication; some of the correction involved removing people who weren't supportive of our values. Because this effort was well underway before COVID, not only did we not see the level of attrition that some of our neighbors did, we also saw an impressive increase in productivity.





Left, a fiber laser cuts through sintered dielectric material. Above, looking into a Class 6 photolithography cleanroom.

Our tools include a focus on retaining all our talent through open communication, continuous training and development opportunities, and providing rewarding and meaningful career paths. We also promote from within whenever we can, and make sure management regularly engages with all employees to ensure everyone understands our mission and knows their work is valued here. When I was a soldier, it was easy to figure out how our missions linked in with the wider effort. It's harder to get that clarity in business. We start every employee update with our Mission to Metrics cascade, which reminds our team what our mission, goals, value, and strategy are, and what we're working on specifically to bring those to fruition, so they can tie their daily activity to mission outcome.

We also started a monthly Zoom call where different team members share information with the broader team. We call it "Facts and Snacks," and the presenters come from all of our global sites and multiple functions. It could be a description of a new product, explanation of our business strategy, or a description of how a new IT platform works. It's always well attended and helps us build and sustain the fabric of our organization.

WHAT DO YOU THINK IS THE SMALLEST CHANGE YOU'VE MADE THAT HAS HAD THE BIGGEST POSITIVE RESULT?

The leadership team has made a conscious effort to empower local, cross-functional teams to make more decisions themselves, instead of punting them to senior leaders. Part of making that work is asking questions instead of offering an answer. Another part is ensuring that the people making the decisions understand that it's safe for them to make decisions. Some decisions may not have the outcomes we originally desired, but if the decision process is solid, consistent with our controls, and based on data, we should support the decision maker. That seems like a small thing, but we think it's critical in continuing to build a performance culture. Why hire and develop smart people if you aren't going to let them make decisions?

WHAT IS THE BIGGEST CHALLENGE YOU THINK YOUR COMPANY OR SECTOR FACES GOING FORWARD?

I can think of 3 top-of-mind challenges.

Technically, there is constant pressure among electronic systems manufacturers for components

suppliers to relentlessly reduce size, weight, power, and cost (SWAP-C). This is because everything from medical devices to consumer electronics to military radar systems is getting smaller, which means every component needs to become smaller and lighter. However, at the same time this is happening, there is also a need for single devices to serve multiple functions, and, especially on the consumer side, there is always a need to reduce costs. This has and will continue to put a lot of pressure on vendors like us to not only make smaller, more capable components, but also to do some component-level integration through integrated passive devices (IPDs) and integrated microwave assemblies (IMAs). We have a very strong engineering team, and we'll continue to pursue SWAP-C through organic initiatives, partnerships, and acquisitions.

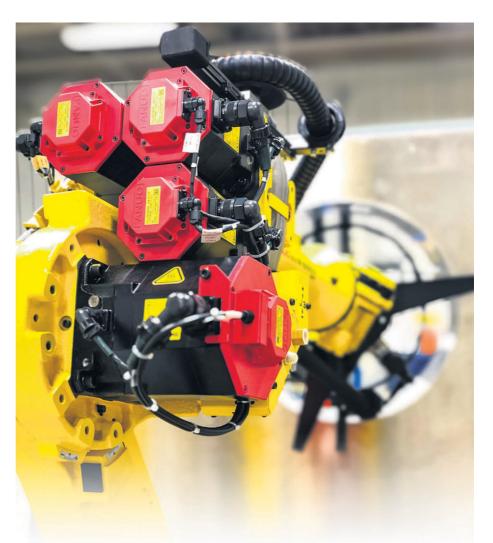
Economically, COVID really brought visibility to the challenge of finding technically competent employees, and accelerated the wages of employees. I'm happy that all of our employees can make a living wage. But the combination of a smaller pool of new labor and higher wages and benefits costs, combined with the pressure from customers to reduce component costs, puts us in a challenging margin environment. Like most manufacturers, we are investing in LEAN efforts, quality improvements to increase production yields, and technology to automate repetitive manual work. When a teammate asked me what our Cazenovia facility will look like in five years, I said "we'll have a similar number of employees, but we'll be producing significantly more. Each worker will be capable of working in several production cells, and they will be more valuable to us the more flexible they are." I think that can be a win-win situation.

Geopolitically, there's risk everywhere. We're a global company, with customers in North America, Asia, and Europe. Anything from a trade action to a border skirmish could impact our sales. We are investing in tools to protect our intellectual property. We are looking at ways to hedge our risk of materials shortages from geopolitical issues. If you are doing business globally, you need to constantly think "what's the insurance I can create today to offset some future event."

ANYTHING ELSE YOU'D LIKE TO SHARE?

First, I want to say how much I appreciate what MACNY does, and how well they do it. I've been on the MACNY board for a couple years, and I'm constantly impressed by the focus on issues that matter, and on how much you get done with a small team. We are excited to engage with the P-TECH Program through MACNY. We have employees who serve as P-TECH coaches who regularly meet with students in the program to provide coaching and mentoring on a wide range of employment topics. During these sessions, we educate students on our company and industry, review job expectations, provide information on how to successfully grow and develop to reach career goals, assist with resume preparation, hold mock interviews, and coach students on how to make a great impression. Participating in P-TECH has been a very rewarding experience for us, and we are excited to be contributing to the success of our future workforce and giving back to our local communities.

We also want to be sure that readers know that we are hiring. We have many manufacturing and engineering positions open in our Cazenovia facility. Join our growing business!



Your Challenges, Our Inspiration.

Bartell is a local partner with world-class capabilities in automated manufacturing solutions. Contact us today to see how we can bring your vision to life.

Creating world-class manufacturing solutions for CNY for over 80 years.



\$10193667-01





Resilience



BY DAVID FREUND, CHIEF LEADERSHIP OFFICER

THE LAST COUPLE of years have taught us that our organizations need to be resilient. Whether it's market shifts, labor shortages, supply chain disruptions, or social unrest, we never know what will hit us next. We build contingencies into our plans. We cross-train, have backup suppliers, and maintain cash reserves for the unexpected. But what about you? How resilient are you? Do you have the tools to emotionally weather the storms of life? My guess is that you are a lot like me. Some days, it feels like you do, and some days you don't. As leaders, we don't want to admit that we struggle at times, but as Max De Pree said so well, "Leaders define

reality," and the reality is we all struggle from time to time.

I remember a time when the organization I was running was in a cash crunch. Every day I waited for the mail to see if any checks had arrived. My anxiety continued to rise day after day. Noticing the stress I was under, my wife suggested that we visit the Antique Boat Show in Clayton, New York. As I walked the docks in their beautiful boathouse, I felt my chest tighten and I started breathing faster. My mind was racing with fear. How do I solve our cash issue? Would I need to liquidate the company? That thought was completely irrational. We were in a tough spot but would get through it like so many times before in our 90 years of doing business. What had happened to me? I am typically optimistic. I see opportunities when others don't. I like thinking outside of the box. I lost my mental and emotional resilience, and I was in a scary place.

Every leader has times when their resilience is waning, and just like in our organizations, we need to plan for such times. Here are some simple steps we can all take to become more resilient:

Take a crisis inventory – Take the time to write down what you have been through in your life. Just in most recent history, you have survived Y2K, 9/11, Anthrax, Bird Flu, The Great Recession, and now COVID-19. These are only events on the national and world level. You have also endured many personal challenges, perhaps health challenges, financial setbacks, relationship issues. You are the proof that you can survive very difficult times.

Define Reality - We need to listen to

Max De Pree. When faced with a challenge, we need to determine what is happening. Not what we think or what we feel is happening, but what is really happening. What are the concerns? We need to face our fears and write them out. This allows us to clarify the issue so we don't catastrophize.

Talk things over with a thinking partner -

A thinking partner is critical to resilience. They allow us to think out loud and offer clarifying questions, support, encouragement, and also constructive criticism when we need it. They can often ask us questions to reveal realities that we are missing, realities that can offer us confidence and hope.

Get your rest – Fatigue exacerbates feelings of helplessness. When we sleep, we give our brains and bodies time to heal. When we sleep, our bodies increase protein production that fuels growth and helps our bodies recover from the damages of stress and other factors. **Know your why** – Knowing our "why" keeps us centered when the winds of change and turmoil try to push us around. It reminds us that our life indeed has meaning and purpose. This fuels the energy to push forward regardless of the headwinds.

Get some exercise – According to the Mayo Clinic, exercise increases your overall health and your sense of well-being, thanks to endorphins produced during physical activity.

Keep learning and growing – The only guarantee we have for tomorrow are the actions we take today to prepare ourselves for whatever comes our way. Growth and learning today supply us with the answers for the questions that we will have tomorrow.

David Freund is MACNY's chief leadership officer and a certified speaker, trainer, and executive coach with the John Maxwell Team. Contact him directly at dfreund@macny.org.



What does OneGroup bring to manufacturers' tables? The competitive advantage of more than 200 experts and specialists in risk management, insurance, HR, benefits and so much more.

From captives to contractual risk transfer and everything in between, OneGroup offers the creativity, expertise, knowledge and insurance markets to help your manufacturing business excel. These challenging times demand more. Shouldn't you?



OneGroup Center | 706 N. Clinton St., Syracuse, NY | 800-268-1830 | OneGroup.com

EDITION 10 CENTRAL UPSTATE MFG. 31

S10212817-01

COME JOIN OUR GROWING TEAM!

CUSTOM DESIGN / INJECTION MOLDING / BLOW MOLDING



Competitive Wages





Career Advancement

www.currierplastics.com/careers

jobs@currierplastics.com

101 Columbus Street, Auburn NY 13021





YOUR PARTNER IN DEVELOPMENT & MANUFACTURING SERVICES



When your resources are limited, Marquardt helps bridge the gap. We support a variety of industries including automotive, defense, drone, medical, and various start-ups.



PRODUCT DEVELOPMENT



TESTING & REPORTING

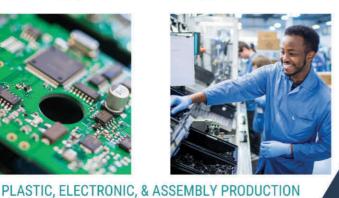


SUPPLY CHAIN

Marquardt has recently helped implement quick and reliable solutions for many companies, just like yours, that were overwhelmed with high customer-demand and limited capacity. Whether it's standard switches, or fully-automated assembly equipment, Marquardt is prepared to help you solve any of your production challenges!



EQUIPMENT BUILDING



Visit our website below to learn how we can support you www.marquardt.com/us/partners



Directory of MACNY Members

110 Metalworks
 4855 Executive Drive
 Liverpool, NY 13088
 (315) 451-3480; 110metalworks.com

Advance Media New York 220 S. Warren Street Syracuse, NY 13202 (315) 470-0032; advancemediany.com

Aerotek 5789 Widewaters Parkway Syracuse, NY 13214 (315) 928-3180; aerotek.com

AGM Airfield Guidancesign Manufacturers, Inc. 108 Fairgrounds Drive, Suite 8 Manlius, NY 13104 (315) 682-6707; agmsigns.com

Air Innovations, Inc. 7000 Performance Drive North Syracuse, NY 13212 (315) 452-7400; airinnovations.com

Airport Lighting Company 108 Fairgrounds Drive Manlius, NY 13104 (315) 682-6460 airportlightingcompany.com

All Seasonings Ingredients, Inc. 1043 Freedom Drive Oneida, NY 13421 (315) 361-1066; allseasonings.com

Allen Tool Phoenix 6821 Ellicott Drive East Syracuse, NY 13057 (315) 463-7533; allentoolphoenix.com Alta Material Handling 6847 Ellicott Drive East Syracuse, NY 13057 (315) 463-7333; altg.com

Altenew 3005 Milton Avenue Syracuse, NY 13209 (516) 467-9610; altenew.com

American Food & Vending 124 Metropolitan Park Drive Syracuse, NY 13088 (315) 457-9950; afvusa.com

AmeriCU Credit Union 1916 Black River Road Rome, NY 13440 (315) 356-3000; americu.org

Anoplate Corporation 459 Pulaski Street Syracuse, NY 13204 (315) 471-6143; anoplate.com

Applied Concepts, Inc. 397 State Route 281 Tully, NY 13159 (315) 696-6676; acipower.com

Arc of Onondaga 600 S. Wilbur Avenue Syracuse, NY 13204 (315) 476-7441; arcon.org

Armoured One 386 N. Midler Avenue Syracuse, NY 13206 (315) 720-4186; armouredone.com Armstrong Mold Corporation 6910 Manlius Center Road East Syracuse, NY 13057 (315) 437-1517; armstrongmold.com

Attis Biofuels, LLC 376 Owen Road Fulton, NY 13069 (315) 593-0504; attisbiofuels.com

Auburn Leathercrafters 42 Washington Street Auburn, NY 13021 (315) 252-4107; auburndirect.com

AVStar Fuel Systems, Inc. 15 Brookfield Place Auburn, NY 13021 (315) 522-3287; avstardirect.com

B&B Lumber Co. Inc.
 4800 Solvay Road
 Jamesville, NY 13078
 (315) 492-1786; bblumber.com

Babbitt Bearings, Inc. 734 Burnet Avenue Syracuse, NY 13203 (315) 479-6603; babbitt-inc.com

Barclay Damon LLP Barclay Damon Tower 125 E. Jefferson Street Syracuse, NY 13202 (315) 425-2700; barclaydamon.com

Bartell Machinery Systems, LLC 6321 Elmer Hill Road Rome, NY 13440 (315) 336-7600; bartellmachinery.com

While we make every effort to ensure that all information is accurate and up to date, all contact information is subject to change. If there is a change you would like us to make for our records and future issues of this publication, please contact Marisa Norcross at mnorcross@macny.org.

Barton & Loguidice, D.P.C. 443 Electronics Parkway Liverpool, NY 13088 (315) 457-5200; bartonandloguidice.com

Bausch & Lomb 1400 N. Goodman Street Rochester, NY 14609 (585) 338-6600; bausch.com

Beardsley Architects & Engineers 64 South Street Auburn, NY 13021 (315) 253-7301; beardsley.com

Berry Global, Inc. 1500 Milton Avenue Solvay, NY 13209 (315) 484-4444; berryglobal.com

BigName Commerce 1200 Kinne Street, Gate 7 East Syracuse, NY 13057 (877) 683-5673; bigname.com; envelopes.com

Bitzer Scroll, Inc. 6055 Court Street Road Syracuse, NY 13206 (315) 463-2101; bitzerus.com

Blue Water Capital Management, LLC 507 Plum Street, Suite 102 Syracuse, NY 13204 (315) 438-8690; bluewatercm.com

BME - Business Machines and Equipment 6731 Collamer Road East Syracuse, NY 13057 (315) 733-2033; bmecompany.com

Bobrick Washroom Equipment, Inc. 200 Commerce Drive Clifton Park, NY 12065 (518) 877-7444; bobrick.com

Bomac, Inc. 6477 Ridings Road Syracuse, NY 13206 (315) 433-9181; bomacinc.com **Bo-Mer Plastics** 13 Pulaski Street Auburn, NY 13021 (315) 252-7216; bo-mer.com

Bond, Schoeneck & King, PLLC 1 Lincoln Center Syracuse, NY 13202 (315) 218-8000; bsk.com

BorgWarner Ithaca LLC 800 Warren Road Ithaca, NY 14850 (607) 257-6700; borgwarner.com

Boulter Industrial Contractors 655 Basket Road Webster, NY 14580 (585) 265-3260; boulterindustrial.com

Boundary Breaks 1568 Porter Covert Road Lodi, NY 14860 (607) 474-5030; boundarybreaks.com

Bowers and Company CPAs, PLLC 120 Madison Street, 1700 AXA Tower II Syracuse, NY 13202 (315) 234-1100; bcpllc.com

Brady Social Enterprises, Inc. 404 South Avenue Syracuse, NY 13204 (315) 472-9077

Briggs & Stratton, LLC 100 E. Seneca Street Sherrill, NY 13461 (315) 495-0100; basco.com

Bristol-Myers Squibb Company 3551 Burnet Avenue East Syracuse, NY 13057 (315) 432-2465; bms.com

Brown & Brown Empire State 500 Plum Street Syracuse, NY 13204 (315) 474-3374; bbempirestate.com **Bryant Workforce** 1454 A County Route 22 Gouverneur, NY 13642 (315) 854-7983; bryantworkforce.com

Buckeye Corrugated - Syracuse Division 1203 Kinne Street East Syracuse, NY 13057 (315) 437-1181; bcipkg.com/division/syracuse

Build Your Path LLC Baldwinsville, NY 13027 (315) 720-2494; buildyourpathllc.com

Byrne Dairy Inc. 2394 U.S. Route 11, P.O. Box 176 LaFayette, NY 13084 (315) 475-2121; byrnedairy.com

C&S Companies
 499 Col. Eileen Collins Boulevard
 Syracuse, NY 13212
 (315) 455-2000; cscos.com

C.H. Insurance Brokerage Srvcs. Co., Inc. The Atrium, 100 S. Salina Street Syracuse, NY 13202 (315) 234-7500; chinsurance.cc

C.R. Fletcher Associates 126 N. Salina Street, Suite 107 Syracuse, NY 13202 (315) 471-1000; crfletcher.com

CADimensions, Inc. 6310 Fly Road East Syracuse, NY 13057 (315) 434-9787; cadimensions.com

Canastota NC Corp. 121 W. Center Street Canastota, NY 13032 (315) 697-3200; cnccorp.org

Cascade Maverik Lacrosse, LLC 4697 Crossroads Park Drive Liverpool, NY 13088 (315) 453-3073; maveriklacrosse.com



Cathedral Candle Company 510 Kirkpatrick Street Syracuse, NY 13208 (315) 422-9119; cathedralcandle.com

Cayuga Milk Ingredients, LLC 15 Eagle Drive Auburn, NY 13021 (315) 364-0070; cmingredients.com

Central New York Feeds, Inc. P.O. Box 912 Jordan, NY 13080 (315) 303-5503; cnyfeeds.com

Central New York International Business Alliance 115 W. Fayette Street Syracuse, NY 13202 (315) 470-1925; cnyiba.net

CenTrio Energy 500 E. Taylor Street Syracuse, NY 13202 (315) 443-5105; centrioenergy.com

CHA Consulting, Inc. 300 S. State Street One Park Place, Suite 600 Syracuse, NY 13202 (315) 471-3920; chacompanies.com

Chemtrade 1421 Willis Avenue Syracuse, NY 13204 (315) 487-4141; chemtradelogistics.com

Citizens Bank 110 W. Fayette Street One Lincoln Center, Suite 1230 Syracuse, NY 13202 (315) 385-2440; citizensbank.com

Clarkson University 80 Nott Terrace Schenectady, NY 12308 (518) 631-9831; clarkson.edu

Clinton's Ditch Cooperative Company Inc. 8478 Pardee Road

Cicero, NY 13039 (315) 699-2695; clintonsditch.com

CNY Biotech Accelerator, Upstate Medical University 841 E. Fayette Street Syracuse, NY 13210 cnybac.com

ConMed 525 French Road Utica, NY 13502 (315) 797-8375; conmed.com

Consolidated Precision Prod. (CPP) Syracuse 901 E. Genesee Street Chittenango, NY 13037 (315) 687-0014; cppcorp.com

Constellation Energy Syracuse, NY 13215 (315) 546-3212 associations.constellation.com/macny

Corning Incorporated One Riverfront Plaza Corning, NY 14831 (607) 974-9000; corning.com

Corporate Fuel Advisors, LLC 10 E. 40th Street New York, NY 10016 (212) 260-2743; corporatefuel.com

Cortland Biomedical 850 Lime Hollow Road Cortland, NY 13045 (607) 218-3542; cortlandbiomedical.com

Cortland Plastics International 215 Main Street Cortland, NY 13045 (607) 662-0120; cortlandplastics.com **Council of Industry of Southeastern NY** 263 Route 17K, Suite 106 Newburgh, NY 12550 (845) 565-1355; councilofindustry.org

Covanta Onondaga, LP 5801 Rock Cut Road Jamesville, NY 13078 (315) 498-4111; covanta.com

CPS Recruitment 904 7th North Street Liverpool, NY 13088 (315) 457-2500; cpsrecruiter.com

Creekwalk Consulting Group, LLC. 308 Maltbie Street, Suite 102 Syracuse, NY 13204 (315) 937-5114; creekwalkcg.com

Crucible Industries LLC 575 State Fair Boulevard Solvay, NY 13209 (315) 487-0800; crucible.com

Cryomech, Inc. 6682 Moore Road Syracuse, NY 13211 (315) 455-2555; cryomech.com

Currier Plastics, Inc. 101 Columbus Street Auburn, NY 13021 (315) 255-1779; currierplastics.com

D&B Engineers and Architects, P.C.
 5879 Fisher Road
 East Syracuse, NY 13057
 (315) 437-1142; db-eng.com

Dannible & McKee, LLP 221 S. Warren Street Syracuse, NY 13202 (315) 472-9127; dmcpas.com Davis-Standard, LLC 46 N. 1st Street Fulton, NY 13069 (315) 598-7121; davis-standard.com

Delmonico Insurance Agency 11 Fennell Street, Suite 2 Skaneateles, NY 13152 (315) 472-4242; delmonicoinsurance.com

Dermody, Burke & Brown, CPAs, LLC 443 N. Franklin Street Syracuse, NY 13204 (315) 471-9171; dbbllc.com

Diemolding Corporation P.O. Box 26 Wampsville, NY 13163 (315) 363-4710; diemolding.com

Direct Energy Business 115 Solar Street; Suite 102 Syracuse, NY 13204 (315) 234-5360; business.directenergy.com

Diversified Wealth Strategies, LLC. 5760 Commons Park Drive East Syracuse, NY 13057 (315) 446-5000; divwealth.com

D-K Manufacturing Corp. P.O. Box 600 Fulton, NY 13069 (315) 592-4327; d-kmfg.com

DL Manufacturing 340 Gateway Park Drive North Syracuse, NY 13212 (315) 463-7348; dlmanufacturing.com

Dupli Envelope & Graphics Corp. 6761 Thompson Road Syracuse, NY 13211 (315) 472-1316; duplionline.com

Eagle Metalcraft, Inc.
 3550 Burnet Avenue
 East Syracuse, NY 13057
 (315) 437-8323; eaglemetalcraft.com

Eaton Crouse-Hinds LLC 1201 Wolf Street Syracuse, NY 13208 (315) 477-7000; eaton.com

Eck Plastic Arts 87 Prospect Avenue Binghamton, NY 13901 (607) 722-3227; eckplastics.com

EHS Risk Management Syracuse, NY (315) 263-3183; ehs-riskmanagement.com

EJ

Oswego County Industrial Park 132 County Road 59 Phoenix, NY 13135 (315) 699-2601; ejco.com

EMCom, Inc. 62 Columbus Street Auburn, NY 13021 (315) 255-5300; em-com.com

Empire Polymer Solutions 7528 State Fair Boulevard Baldwinsville, NY 13027 (315) 400-3197; empirepolymersolutions.com

Empower Federal Credit Union 1 Member Way Syracuse, NY 13212 (315) 477-2200; empowerfcu.com

ENGIE Resources 5789 Widewaters Parkway DeWitt, NY 13214 (315) 264-1025; engieresources.com

Excel Machine Technologies 50 Bermar Park Rochester, NY 14624 (585) 426-1911; emtcnc.com

Excellus Health Plan, Inc. 165 Court Street Rochester, NY 14647 (585) 454-1700; excellusbcbs.com F.X. Matt Brewing Co., Inc. / Saranac
 811 Edward Street
 Utica, NY 13502
 (315) 624-2417; saranac.com

Falk Precision, Inc. 5917 Fisher Road East Syracuse, NY 13057 (315) 437-4545; falkprecision.com

Falso Industries, Inc. 4100 New Court Avenue Syracuse, NY 13206 (315) 463-0266; falsoindustries.com

Feldmeier Equipment Inc. 6715 Robert Feldmeier Parkway Syracuse, NY 13211 (315) 454-8608; feldmeier.com

Felix Schoeller North America P.O. Box 250 Pulaski, NY 13142 (315) 298-5133; felix-schoeller.com

Filtertech, Inc. P.O. Box 527 Manlius, NY 13104 (315) 682-8815; filtertech.com

Firley, Moran, Freer & Eassa, CPA, P.C. 125 E. Jefferson Street, Suite 920 Syracuse, NY 13202 (315) 472-7045; fmfecpa.com

Fluid Power Sales, Inc. 8257 Loop Road Baldwinsville, NY 13027 (315) 638-7111; fluidpowersales.com

Frazer and Jones Company P.O. Box 4955 Syracuse, NY 13221 (315) 468-6251; frazerandjones.com

Freed Maxick CPAs 100 Meridian Center, Suite 310 Rochester, NY 14618 (585) 360-1426; freedmaxick.com



Fulton Companies P.O. Box 257 Pulaski, NY 13142 (315) 298-5121; fulton.com

Fust Charles Chambers LLP 5784 Widewaters Parkway Syracuse, NY 13214 (315) 446-3600; fcc-cpa.com

FuzeHub 25 Monroe Street, Suite 201 Albany, NY 12201 (518) 768-7030; fuzehub.com

G G.A. Braun, Inc. P.O. Box 3029 Syracuse, NY 13220 (315) 475-3123; gabraun.com

Gaylord Archival P.O. Box 4901 Syracuse, NY 13221 (315) 457-5070; gaylord.com

Gear Motions, Syracuse Operations 1750 Milton Avenue Syracuse, NY 13209 (315) 488-0100; gearmotions.com

Giovanni Foods 8800 Sixty Road Baldwinsville, NY 13027 (315) 457-2373; giovannifoods.com

Gleason-Avery 45 Aurelius Avenue Auburn, NY 13021 (315) 253-7396; gleasonavery.com

Golden Artist Colors, Inc. 188 Bell Road New Berlin, NY 13411 (607) 847-6154; goldenpaints.com Granger Construction Company, Inc.

6701 Manlius Center Road East Syracuse, NY 13057 (315) 463-2700 grangerconstructioncompany.com

H.W. Naylor Co., Inc.
 121 Main Street
 Morris, NY 13808
 (607) 263-5145; drnaylor.com

Hartman Enterprises Inc. 455 Elizabeth Street Oneida, NY 13421 (315) 363-7300; hartmanenterprises.com

Haun Welding Supply Inc. 5921 Court Street Road Syracuse, NY 13206 (315) 463-5241; thehaunedge.com

Haylor, Freyer & Coon, Inc. P.O. Box 4743 Syracuse, NY 13221 (315) 451-1500; haylor.com

Hayner Hoyt Corporation 625 Erie Boulevard West Syracuse, NY 13204 (315) 455-5941; haynerhoyt.com

HealthWay Family of Brands® 3420 Maple Avenue Pulaski, NY 13142 (315) 298-2904; healthway.com

Hillrom P.O. Box 220 Skaneateles Falls, NY 13153 (315) 685-4100; hillrom.com

Hollowick, Inc. 100 Fairgrounds Drive Manlius, NY 13104 (315) 682-2163; hollowick.com Honeywell 301 Plainfield Road, Suite 330 Syracuse, NY 13212 (315) 552-9700; honeywell.com

HP Hood 252 W. Genesee Street, Route 5 Oneida, NY 13421 (315) 363-3870; hood.com

HP Hood 19 Ward Street Vernon, NY 13476 (315) 829-2350; hood.com

HPG Partners, LLC Syracuse, NY hpgpartners.com

Huen New York, Inc. 6695 Old Collamer Road Syracuse, NY 13057 (315) 432-5060; huenelectric.com

Huhtamaki, Inc. 100 State Street Fulton, NY 13069 (315) 593-5311; us.huhtamaki.com

Hyde-Stone Mechanical Contractors, Inc 22962 Murrock Circle Watertown, NY 13601 (315) 788-1300; hyde-stone.com

ICM Controls
 7313 William Barry Boulevard
 North Syracuse, NY 13212
 (315) 233-5266; icmcontrols.com

ICS

6007 Fair Lakes Road, Suite 100 East Syracuse, NY 13057 (315) 446-5321; icsnewyork.com **Ignite Long Island** 110 Oser Avenue Hauppauge, NY 11788 ignitelongisland.org

Ignition Life Solutions 2350 North Forest Road, Suite 12a Buffalo, NY 14068 (716) 432-5741; ignitionlifesolutions.com

Impact Injury Prevention LLC Syracuse, NY impactergonomics.com

Indian Springs Manufacturing Co., Inc. P.O. Box 469 Baldwinsville, NY 13027 (315) 635-6101; indiansprings.com

Indium Corporation (HQ) 301 Woods Park Drive, Suite 301 Clinton, NY 13323 (315) 853-4900; indium.com

Industrial Fabricating Corp. 6201 E. Molloy Road East Syracuse, NY 13057 (315) 437-3353; industrialfabricating.com

Industrial Partnerships Group -Cornell Center for Materials Research Cornell University, 607 Clark Hall Ithaca, NY 14853 (607) 255-7070; ccmr.cornell.edu

Industrial Steel and Boiler Services, Inc. 939 Chicopee Street, Suite 2 Chicopee, MA 01013-2893 (800) 462-3369; isbservices.com

INFICON 2 Technology Place East Syracuse, NY 13057 (315) 434-1100; inficon.com

Instron Corporation 33 Lewis Road Binghamton, NY 13905 (607) 770-4945; instron.com Integrated Strategic Systems, Inc. 56 Gaymore Road Port Jefferson Station, NY 11776 (315) 436-4044; issyscny.com

International Wire Group Inc. (IWG) 12 Masonic Avenue Camden, NY 13316 (315) 245-3800; internationalwiregroup.com

Intertek 3933 U.S. Route 11 Industrial Park Cortland, NY 13045 (607) 753-6711; intertek.com

IoTRight, Inc. 3195 Vickery Road Syracuse, NY 13212 (888) 808-4468; iotright.com

ITT Goulds Pumps 240 Fall Street Seneca Falls, NY 13148 (315) 568-2811; gouldspumps.com

J.E. Miller, Inc. 747 W. Manlius Street East Syracuse, NY 13057 (315) 437-6811; jemiller.com

J.M. Murray 823 NYS Route 13 Cortland, NY 13045 (607) 756-9913; jmmurray.com

Jamestown Container Companies 82 Edwards Deming Drive Rochester, NY 14606 (585) 254-9190; jamestowncontainer.com

JAS Recruitment 301 Plainfield Road Syracuse, NY 13212 (315) 299-7404; jasrecruitment.com

Jefferson County Economic Development 800 Starbuck Avenue Watertown, NY 13601 (315) 782-5865; growwithjeffersoncounty.com JMA Wireless P.O. Box 678 Liverpool, NY 13088 (315) 431-7100; jmawireless.com

Johnson Controls 6731 Collamer Road East Syracuse, NY 13057 (315) 463-2613; johnsoncontrols.com

JPW Structural Contracting, Inc 6376 Thompson Road Syracuse, NY 13206 (315) 432-1111; jpwcompanies.com

JUMO Process Control, Inc. 6724 Joy Road East Syracuse, NY 13057 (315) 437-5866; jumousa.com

Key Bank N.A. 201 S. Warren Street Syracuse, NY 13202 (315) 470-5442; key.com

Kilian Manufacturing Corp. 1728 Burnet Avenue Syracuse, NY 13206 (315) 432-0700; kilianbearings.com

Kishmish, Inc 1035 7th North Street Liverpool, NY 13088 (315) 478-8172; kishmish.com

Knowles Precision Devices 2777 Route 20 East Cazenovia, NY 13035 (315) 655-8710; knowlescapacitors.com

Kris-Tech Wire Company, Inc. 80 Otis Street Rome, NY 13441 (315) 339-5268; kristechwire.com



Laura Thorne Consulting 202 Academy Place Syracuse, NY 13207 (813) 444-2622 laurathorneconsulting.com/macny

Le Moyne College 1419 Salt Springs Road Syracuse, NY 13214 (315) 445-4120; lemoyne.edu

LHCM Solutions Liverpool, NY 13090 (315) 546-6768; lhcmsco.net

Liberty Tabletop-Sherrill Manufacturing, Inc. 102 E. Seneca Street Sherrill, NY 13461 (315) 280-0727; libertytabletop.com

Liland Global 220 E. 2nd Street East Syracuse, NY 13057 (315) 432-0745; lilandglobal.com

Lockheed Martin Rotary and Mission Systems P.O. Box 4840 Syracuse, NY 13221 (315) 456-0123; lockheedmartin.com

Loretto 700 E. Brighton Avenue Syracuse, NY 13205 (315) 469-5570; lorettocny.org

Lydall Performance Materials 2885 State Route 481 Fulton, NY 13069 (315) 592-8100; lydallpm.com

M&T Bank 250 S. Clinton Street, 4th Floor Syracuse, NY 13202 (315) 424-4582; mtb.com Mack Studios 5500 Technology Park Boulevard Auburn, NY 13021 (315) 252-7542; mackstudios.com

Mackenzie Hughes LLP 440 S. Warren Street, Suite 400 Syracuse, NY 13202 (315) 474-7571; mackenziehughes.com

Magnus Precision Mfg. 1912 State Route 96 Phelps, NY 14532 (315) 548-8032; magnusprecision.com

Maine Employers Mutual Insurance Company (MEMIC) P.O. Box 11409 Portland, ME 04104 (207) 791-3300; memic.com

Manth-Brownell, Inc. 1120 Fyler Road Kirkville, NY 13082 (315) 687-7263; manth.com

Manufacturers Association of the Southern Tier (MAST) 512 Falconer Street Jamestown, NY 14701 (716) 483-1833; mast-wny.com

Marathon Energy 100 Elwood Davis Road Liverpool, NY 13212 (315) 226-4477; mecny.com

Marquardt Switches Inc. 2711 Route 20 East Cazenovia, NY 13035 (315) 655-8050; us.marquardt.com

McIntosh Box & Pallet Co. Inc. 5864 Pyle Drive East Syracuse, NY 13057 (315) 446-9350; mcintoshbox.com Metal Solutions 1821 Broad Street Utica, NY 13501 (315) 732-6271; metalsolutionsinc.com

Metalico 6225 Thompson Road Syracuse, NY 13206 (315) 463-9500; metalico.com

Microwave Filter Company, Inc. 6743 Kinne Street East Syracuse, NY 13057 (315) 438-4700; microwavefilter.com

Midstate Spring, Inc. P.O. Box 850 Syracuse, NY 13206 (315) 437-2623; midstatespring.com

Mitten Manufacturing, Inc. 5960 Court Street Syracuse, NY 13206 (315) 437-7564; mitten-manufacturing.com

Mohawk Valley Community College 1101 Sherman Drive

Utica, NY 13501 (315) 792-5300; mvcc.edu

Mohawk Valley EDGE 584 Phoenix Drive Rome, NY 13441 (315) 338-0393; mvedge.org

Momentive Performance Materials 260 Hudson River Road Waterford, NY 12188 (800) 295-2392; momentive.com

Morse Manufacturing Co., Inc. 103 Kuhn Road Syracuse, NY 13208 (315) 437-8475; morsedrum.com

Murphy and Nolan, Inc. P.O. Box 6689 Syracuse, NY 13217 (315) 474-8203; murphynolan.com N. K. Bhandari, Architecture & Engineering, P.C.
 1005 W. Fayette Street, Suite 500
 Syracuse, NY 13204
 (315) 428-1177; nkbpc.com

N.E.T. & Die, Inc. 24 Foster Street Fulton, NY 13069 (315) 592-4311; netanddie.com

NALCO Water, An Ecolab Company 3149 Walden Avenue Depew, NY 14043 (800) 288-0879; nalco.com

National Grid 300 Erie Boulevard West Syracuse, NY 13202 (315) 474-1511; nationalgridus.com

Natrium Products, Inc. 58 Pendleton Street, P.O. Box 5465 Cortland, NY 13045 (607) 753-9829; natrium.com

Naughton and Associates Inc 13 Dwight Park Drive, Suite 2 Syracuse, NY 13209 (315) 426-7834; naughtonnet.com

NBT Bank 120 Madison Street, 18th Floor Syracuse, NY 13202 (315) 475-0826; nbtbank.com

Northeast Information Discovery Inc. 3197 Seneca Turnpike Canastota, NY 13032 (315) 875-5467; neidinc.com

Northland Communications 1 Dupli Park Drive Syracuse, NY 13204 (315) 671-6200; northland.net Northwestern Mutual – Pat DiCerbo

1 Northwestern Boulevard Albany, NY 12211 (518) 690-7961; patdicerbo.com

Nortic Inc. 6099 Judd Road Oriskany, NY 13424 (315) 736-8755; norticinc.com

Novelis 448 County Route 1A Oswego, NY 13126 (315) 349-0121; novelis.com

Nucor Steel Auburn, Inc. P.O. Box 2008 Auburn, NY 13021 (315) 253-4561; nucor.com

Nutrition Bar Confectioners 12351 State Route 34 Cato, NY 13033 (315) 626-2337

NYMAT Machine Tool Corp 2650 Baird Road Fairport, NY 14450 (585) 248-8200; nymat.com

NYSERDA 17 Columbia Circle Albany, NY 12203 (518) 862-1090; nyserda.ny.gov

OCM BOCES
 P.O. Box 4754
 Syracuse, NY 13221
 (315) 433-2600; ocmboces.org

OneGroup 706 N. Clinton Street Syracuse, NY 13204 (315) 457-1830; onegroup.com

Oneida Air Systems, Inc. 1001 W. Fayette Street Syracuse, NY 13204 (315) 476-5151; oneida-air.com **Oneida Molded Plastics, LLC** 104 S. Warner Street Oneida, NY 13421 (315) 363-7990; oneidamoldedplastics.com

Ongweoweh Corp 5 Barr Road Ithaca, NY 14850 (607) 266-7070; ongweoweh.com

Onondaga Community College (OCC) 4585 W. Seneca Turnpike Syracuse, NY 13215 (315) 498-2622; sunyocc.edu

Onondaga County Industrial Development Agency (OCIDA) 333 Washington Street, Suite 130 Syracuse, NY 13202 (315) 435-3770; ongoved.com

Onondaga County Water Authority 200 Northern Concourse Syracuse, NY 13212 (315) 455-7061; ocwa.org

Operations Excellence, LLC 5745 Boulia Drive Clay, NY 13041 (315) 480-5515; operationsxcellence.com

OSEA, Inc. 3730A California Road Orchard Park, NY 14127 (716) 821-0091; osea.com

Pall Trinity Micro Corporation
 3643 State Route 281
 Cortland, NY 13045
 (607) 753-6041; pall.com

PaperWorks Industries 2900 McLane Drive Baldwinsville, NY 13027 (315) 638-4355; paperworksindustries.com



Pathfinder Bank 214 W. First Street Oswego, NY 13126 (315) 343-0057; pathfinderbank.com

Pelco Component Technologies 2747 Route 20 East Cazenovia, NY 13035 (315) 655-8476; pelcocaz.com

Pioneer Warehouse & Distribution LLC 7640 Edgecomb Drive Liverpool, NY 13088 (315) 451-3101; pioneerwhs.com

PNJ Technology Partners, Inc. 426 New Karner Road Albany, NY 12205 (518) 459-6712; pnjtechpartners.com

Point Guard Advisors Network LLC 108 Buchmans Close Circle Fayetteville, NY 13066 (315) 370-9965; pointguardadvisors.com

Powers Wealth Management, UBS Financial Services 440 S. Warren Street Mackenzie Hughes Tower, 6th Floor Syracuse, NY 13202 (315) 473-7117; ubs.com/fa/colettepowers

PPC Broadband, Inc. P.O. Box 278 East Syracuse, NY 13057 (315) 431-7200; ppc-online.com

Pratt & Whitney - HMI Metal Powders P.O. Box 294 Clayville, NY 13322 (315) 839-5421; prattwhitney.com/productsand-services/services/hmi-metal-powders

Presentation Concepts Corporation 6517 Basile Rowe East Syracuse, NY 13057 (315) 437-1314; pccav.com Pyramid Brokerage Company P.O. Box 3 Syracuse, NY 13214 (315) 445-1030; pyramidbrokerage.com

Pyrotek Inc. 641 State Route 13 Cortland, NY 13045 (607) 756-3050; pyrotek.info

QPK Design / Campbell Corporation
 450 S. Salina Street
 Syracuse, NY 13202
 (315) 472-7806; qpkdesign.com

R. B. Woodcraft Inc. 1860 Erie Blvd East Syracuse, NY 13210 (315) 474-2429; rbwoodcraft.com

Ralph W. Earl Company, Inc. 5930 E. Molloy Road Syracuse, NY 13211 (315) 454-4431; rwearl.com

Ramboll 7600 Morgan Road Liverpool, NY 13090 (315) 637-2234; obg.com

Refrigerated Transport Electronics, Inc. 1 W. Center Street McGraw, NY 13101 (607) 836-8954; rte-usa.com

Revere Copper Products Inc. 1 Revere Park Rome, NY 13440 (315) 338-2022; reverecopper.com

Riverhawk Company 215 Clinton Road New Hartford, NY 13413 (315) 768-4855; riverhawk.com Rochester Institute of Technology -Golisano Institute of Sustainability Center of Excellence in Advanced and Sustainable Manufacturing 190 Lomb Memorial Drive Rochester, NY 14623 (585) 475-2411; rit.edu/gis/coe

Rochester Institute of Technology - New York State Pollution Prevention Institute 111 Lomb Memorial Drive Rochester, NY 14623 (585) 475-2411; rit.edu/affiliate/nysp2i

Roth Global Plastics Inc. P.O. Box 245 Syracuse, NY 13211 (315) 475-0100; roth-usa.com

Ruston Paving Co., Inc. 6216 Thompson Road Syracuse, NY 13206 (315) 437-2533; rustonpaving.com

S S&T Bank 242 W. Main Street Rochester, NY 14614 (585) 399-8433; stbank.com

Saab Inc. 5717 Enterprise Parkway East Syracuse, NY 13057 (315) 445-5009 saab.com/markets/united-states

Sage Business Cloud 271 17th Street NW Atlanta, GA 30363 (571) 612-6061; sage.com

Schneider Packaging Equipment Co., Inc. 5370 Guy Young Road Brewerton, NY 13029 (315) 676-3035; schneiderequip.com

Science Academies of New York 1409 W. Genesee Street Syracuse, NY 13204 (315) 403-0734; sascs.org Secure Network Technologies Inc. 247 W. Fayette Street Syracuse, NY 13202 (833) 974-0015; securenetworkinc.com

Securelt Tactical Inc 6691 Commerce Boulevard Syracuse, NY 13211 (315) 433-1215; secureittactical.com

Selflock Screw Products 461 E. Brighton Avenue Syracuse, NY 13210 (315) 541-4464; sspmfg.com

Sellco Industries, Inc. 58 Grant Street Cortland, NY 13045 (607) 756-7594; sellcoinc.com

Seneca Falls Specialties & Logistics Company, Inc 50 Johnston Street Seneca Falls, NY 13148 (315) 568-4139; sfslog.com

Site-Seeker, Inc. 287 Genesee Street Utica, NY 13501 (315) 732-9281; site-seeker.com

Solvay Bank P.O. Box 19050 Syracuse, NY 13209 (315) 484-2201; solvaybank.com

Solvents & Petroleum Service, Inc. 1405 Brewerton Road Syracuse, NY 13208 (315) 454-4467; solventsandpetroleum.com

Source Advisors 290 Donald Lynch Boulevard, Suite 302 Marlborough, MA 01752 (508) 219-4550; sourceadvisors.com **Special Metals Corp** 4317 Middle Settlement Road New Hartford, NY 13413 (315) 798-2900; specialmetals.com

SRC, Inc. 7502 Round Pond Road North Syracuse, NY 13212 (315) 452-8000; srcinc.com

SRCTec, LLC 5801 E. Taft Road North Syracuse, NY 13212 (315) 452-8700; srcinc.com

St. Joseph's Health 301 Prospect Avenue Syracuse, NY 13203 (315) 448-5111; sjhsyr.org

Stafkings 66 Hawley Street Binghamton, NY 13901 (607) 772-8080; stafkings.com

Stickley, Inc. 1 Stickley Drive Manlius, NY 13104 (315) 682-5500; stickley.com

Sturges Manufacturing Company, Inc. 2030 Sunset Avenue Utica, NY 13502 (315) 732-6159; sturgesmfgco.com

SUNY Morrisville 80 Eaton Street Morrisville, NY 13408 (315) 684-6000; morrisville.edu

SUNY Oswego 7060 State Route 104 Oswego, NY 13126 (315) 312-2500; oswego.edu SUNY Upstate Medical University 750 E. Adams Street Syracuse, NY 13210 (315) 464-5540; upstate.edu

Syracuse Label & Surround Printing 200 Stewart Drive North Syracuse, NY 13212 (315) 422-1037; syrlsp.com

Syracuse Plastics LLC 7400 Morgan Road Liverpool, NY 13090 (315) 637-9881; syracuseplastics.com

Syracuse Regional Airport Authority (Hancock) 1000 Col. Eileen Collins Boulevard Syracuse, NY 13212 (315) 454-3263; flysyracuse.com

Syracuse University 600 Crouse Hinds Hall Syracuse, NY 13244 (315) 443-1870; syracuse.edu

SyracuseCoE, Syracuse Center of Excellence in Environmental & Energy Systems 727 E. Washington Street Syracuse, NY 13210 (315) 443-4445; syracusecoe.syr.edu

Sysco Syracuse, LLC 2508 Warners Road Warners, NY 13164 (315) 672-7000; syscosyracuse.com

Tactair Fluid Controls, Inc.
4806 W. Taft Road
Liverpool, NY 13088
(315) 451-3928; tactair.com

Taro Manufacturing Co., Inc. 114 Clark Street Auburn, NY 13021 (315) 252-9430; taromfg.com



TDO 445 Electronics Parkway, Suite 102 Liverpool, NY 13088 (315) 425-5144; tdo.org

Technology Alliance of Central NY (TACNY) P.O. Box 5531 Syracuse, NY 13220 (315) 415-6615; tacny.org

Tessy Plastics Corp. 700 Visions Drive Skaneateles, NY 13152 (315) 689-3924; tessy.com

The Bonadio Group 432 N. Franklin Street, Suite 60 Syracuse, NY 13204 (315) 476-4004; bonadio.com

The Carpet & Rug Institute 3033 Wilson Boulevard Arlington, VA 22201 (703) 875-0634; carpet-rug.org

The Eraser Company, Inc. P.O. Box 4961 Syracuse, NY 13221 (315) 454-3237; eraser.com

The Fountainhead Group, Inc. 23 Garden Street New York Mills, NY 13417 (315) 736-0037; thefountainheadgroup.com

The Raymond Corporation 22 S. Canal Street Greene, NY 13778 (607) 656-2311; raymondcorp.com

The Raymond Corporation
- Raybuilt Division
6581 Chrysler Lane
East Syracuse, NY 13057
(315) 463-4776; raymondcorp.com

The Raymond Corporation Parts Distribution Center - E. Syracuse 6650 Kirkville Road East Syracuse, NY 13057 (800) 235-7200; raymondcorp.com

Thompson & Johnson Equip. Co., Inc. 6926 Fly Road East Syracuse, NY 13057 (315) 437-2881; thompsonandjohnson.com

Treleaven Wines 658 Lake Road King Ferry, NY 13081 (315) 364-5100; treleavenwines.com

Trimble Services LLC 144 Academy Street Mexico, NY 13114 (315) 591-4952; trimbleservices.com

TTM Technologies, Inc. 6635 Kirkville Road East Syracuse, NY 13057 (315) 432-8909; ttm.com

Twin Rivers Paper Company 501 W. Main Street Little Falls, NY 13365 (315) 823-2300; twinriverspaper.com

Unimar, Inc. 3195 Vickery Road North Syracuse, NY 13212 (315) 699-4400; unimar.com

Unison Industries P.O. Box 310 Norwich, NY 13815 (607) 335-5000; unisonindustries.com

United Radio 5703 Enterprise Parkway East Syracuse, NY 13057 (315) 446-8700; unitedradio.com **Universal Metal Works** 159 Hubbard Street Fulton, NY 13069 (315) 598-7607; universalmw.com

UPSCO, Inc. 67 Central Street Moravia, NY 13118 (315) 497-1070; upscoinc.com

U.S. Materials Handling Corporation 2231 Route 5 Utica, NY 13502 (315) 732-4111; usmhcorp.com

Veritiv Corp 596 Fishers Station Drive, Suite 1A Victor, NY 14564 (585) 355-3406; veritivcorp.com

Vetted Tech Inc. 6085 Court Street Road, Suite C Syracuse, NY 13206 (315) 802-6505; vetted3d.com

Vicks, Inc. 5116 Commercial Drive Yorkville, NY 13495 (315) 736-9344; vicks.biz

VIP Structures 1 Webster's Landing Syracuse, NY 13202 (315) 471-5338; vipstructures.com

Visual Technologies 1620 Burnet Avenue Syracuse, NY 13206 (315) 423-2000; visualtec.com

Volpi USA 5 Commerce Way Auburn, NY 13021 (315) 255-1737; volpi-group.com Waygate Technologies, a Baker Hughes company 721 Visions Drive Skaneateles, NY 13152 (315) 554-2000; bakerhughes.com

WellNow Urgent Care P.O. Box 500 Ellicottville, NY 14731 (315) 478-1977; wellnow.com

WestRock - Solvay Mill 53 Industrial Drive Syracuse, NY 13204 (315) 484-9050; westrock.com

Worboys Turner LLC 3455 Elmwood Avenue Rochester, NY 14610 (585) 750-7209

Worthington Industries

530 Henry Street Rome, NY 13440 (315) 356-7424 worthingtonindustries.com/home

Worximity Smart Factory Solutions P.O. Box 492 Willow, NY 12495 (917) 696-2754; worximity.com

Wynn Automation

201 Lincoln Park Drive Syracuse, NY 13203 (315) 440-4722; wynnautomation.com

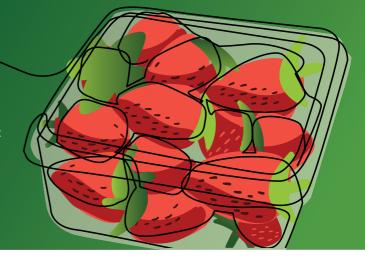
XTO, Incorporated 110 Wrentham Drive Liverpool, NY 13088 (315) 451-7807; xtoinc.com Xylem, Inc.

1 Goulds Drive Auburn, NY 13021 (315) 258-4949; xylem.com

Young & Franklin Inc.

942 Old Liverpool Road Liverpool, NY 13088 (315) 457-3110; yf.com

IS YOUR FOOD PACKAGING FAILING YOU?



From spoiled strawberries to broken bottles, Veritiv's end-to-end packaging solutions protect your products and grow your business.

- Packaging design
- Sustainable solutions
- Automation and testing



Contact a food specialist today: veritivcorp.com/food

© 2022 Veritiv Corporation. All rights reserved. Veritiv and the Veritiv logo are registered trademarks of Veritiv Corporation or its affiliates.

S10224018-01



Advance Media New York47	Liberty T
All Seasonings Ingredients 11	Maratho
Bartell Machinery 29	Marquar
C&S Companies16	National
Cathedral Candle Company22	NBT Ban
Currier Plastics	OneGrou
Diversified Wealth Strategies13	Onondag
Empower Federal Credit Union23	Pelco Co
Fust Charles Chambers LLP8	The Rayr
FuzeHub17	Sturges I
Gear Motions21	Syracuse
Haylor, Freyer & Coon, Inc19	Thompso Equipme
Indium Corporation6	Veritiv Co
Jamestown Container Companies4	

Liberty Tabletop16
Marathon Energy48
Marquardt Switches, Inc
National Grid2
NBT Bank9
OneGroup
Onondaga Historical Association
Pelco Component Technologies20
The Raymond Corporation24
Sturges Manufacturing21
Syracuse Regional Airport 20
Thompson & Johnson Equipment Co., Inc17
Veritiv Corporation45



Filter covers are shaped and examined at Knowles Precision Devices headquarters.



MACNY, The Manufacturers Association

5788 Widewaters Parkway Syracuse, NY 13214 Phone: 315-474-4201 Fax: 315-474-0524 macny.org

Staff

President & CEO, Randy Wolken Editor, Amy Bleier Long Associate Editor, Marisa Norcross Designer, Fran Genovese-Finch

ADVANCE MEDIA NEW YORK

Central Upstate Mfg. is published for MACNY by Advance Media New York

Photo credits, pages 25-28, 46: Amelia Beamish

Contents of this magazine © MACNY 2022. Reproduction in whole or in part is strictly prohibited without the prior express written permission of MACNY. Central Upstate Mfg. is published annually. © 2022 MACNY

More market share. More marketing ROI.

ADVANCE MEDIA NEW YORK

Global reach, digital expertise and personal service for manufacturing and technology companies

As a proud member of MACNY, we work with companies who - like us - call Upstate New York home and do business around the world.

We're 100 digital marketers in the heart of Upstate New York. Our focus is lead generation, lead nurturing and storytelling that's focused on measurement and accountability.

Imagine what we could do together.

Some of our marketing solutions:

- Strategic Planning
- Research (VoC, UX, CRM)
- Content Marketing
- Search (SEO, SEM)
- Website Development
- Display Advertising
- 🕨 Email
- Social
- Creative Services
- Reporting and Optimization



A Proud Member of MACNY

Steve Hodgens - shodgens@advancemediany.com • 315.282.8502

AdvanceMediaNY.com





MACNY, The Manufacturers Association 5788 Widewaters Parkway Syracuse, NY 13214



OUR FLEET CAN FUEL YOURS

Unlike most companies, Marathon Energy has a full portfolio of energy products you need to run your business.

In addition to supplying natural gas and electricity, Marathon Energy has been delivering liquid fuels, including heating oil, propane, gasoline, and diesel, to customers for over two decades!

Whether you need heating oil for your building, or gasoline and diesel for your fleet of trucks or to fill up your gas stations, we can supply your business with liquid fuels all year long.

Our seasoned professionals are experts and can help you find cost-saving strategies for all of the liquid fuel and other energy options your business requires.



Serving New York for over 25 years

888.378.9898 | EnergyByMarathon.com/macny