

MANUFACTURING MATTERS NEWSLETTER



THE MONTHLY NEWSLETTER OF MACNY, THE MANUFACTURERS ASSOCIATION | JUNE 2022

MICHAEL FRAME JOINS MACNY AS SENIOR VICE PRESIDENT AND CHIEF OPERATIONS OFFICER



We are pleased to announce that Michael Frame has joined the MACNY team as the Senior Vice President and Chief Operations Officer.

Frame comes to MACNY with extensive experience working for several institutions of higher learning in New York and beyond. In 2016, Mike joined SUNY Polytechnic Institute Albany, NY/Utica and most recently served as Chief Operating Officer from 2017 to the present. During this time, he was responsible for the overall development and coordination of fiscal and organizational strategy throughout a period of significant transformation at the institution. He also was instrumental in developing and expanding multiple external relationships that enhanced the research and academic mission of SUNY Poly.

Frame also has served as Director of Federal Relations for Florida State University, the State University of New York, and Binghamton University. Prior to that, he worked for the former Metropolitan Development Association of Central New York in Syracuse.

MACNY President & CEO Randy Wolken said, "We are excited to have Mike Frame bring such vast experience to our team. He will oversee and support the expansion of our workforce development initiatives and help guide MACNY's efforts to support our members."

Michael graduated from Syracuse University, Maxwell School of Citizenship & Public Affairs with a Master of Public Administration and from Cornell University, School of Industrial & Labor Relations with a Bachelor of Science. He is very involved in the community as a member of several professional and civic organizations. You can get in touch with Michael at (315) 474-4201 ext. 59 or mframe@macny.org.

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PRESIDENT'S MESSAGE

Randy Wolken, President & CEO

MACNY POSITIONED FOR AN EXCITING FUTURE



In May, we celebrated MACNY's 109th Annual Celebration of Manufacturing. We have been serving manufacturers for over a century. I could not be more proud of what we have accomplished together and look forward to what is still ahead.

The past year has been one of incredible growth and achievement for MACNY, thanks to you, our consistently engaged members. This occurred despite the challenges of the pandemic and economic downturn followed by a robust recovery. Our advocacy engagement efforts remain strong as we continue to be New York State's most influential voice for manufacturing on the State and Federal levels. Our popular training and service offerings have seen a boost in variety, participation, and delivery methods. In fact, we had one of our best years ever. Also, our Manufacturers Intermediary Apprenticeship Program (MIAP) continues to be successful with our state-wide Alliance partners and has been recognized nationally. These are just a few of our achievements in the past year.

This year, we were also excited to honor the 2020 and 2021 Wall of Fame inductees. We were pleased to celebrate the lifetime achievements of Louis DeMent of Giovanni Foods, Kathleen Alaimo of Syracuse Label & Surround Printing, and Ross Berntson of Indium Corporation. We also honored our 2020 and 2021 Innovator of the Year Award recipients, Daniel Brown of SRC, Inc. and Tino Amodei of Armoured One. This award recognizes innovative individuals who are integral components of local manufacturing companies' successes.

Also in May, Michael Frame joined MACNY as our new Senior Vice President of Workforce and Chief Operations Officer. Mike comes to MACNY with extensive experience working for several institutions of higher learning in New York and beyond. In 2016, Mike joined SUNY Polytechnic Institute (SUNY Poly) at Albany and Utica and most recently served as its Chief Operating

Officer. He was responsible for the overall development and coordination of fiscal and organizational strategy. During this period of significant transformation, he was instrumental in developing and enhancing the research and academic mission of SUNY Poly.

We have many new initiatives planned for the coming year. The team will continue to expand our services, help you fill open positions, enhance our training and apprenticeship offerings, and advocate for wise public policy that enables you to grow. We couldn't be more excited to build upon our successes while working with you to create the future!



MANUFACTURING EXPO

Vitality in the Valley

Food, Agriculture and Manufacturing



JUNE 8 | 8:00 AM – 3:00 PM
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GOVERNMENT RELATIONS

Tiffany Latino-Gerlock, Director of Government Relations & Communications

ALL-ELECTRIC BUILDINGS IN NEW YORK - WHAT'S POWERING THE DEBATE?



The Climate Action Council's (CAC) Draft Scoping Plan, released late last year for public comment, is a framework for how New York state plans to reduce economy-wide greenhouse gas emissions 85% by 2050, and reach 100% zero emissions electricity by 2040. Part of this plan would oppose a ban on the use of gas in new building construction. A virtual Assembly Hearing on the feasibility of all-electric buildings was held in May for individuals and groups to share their testimony. Meanwhile, some New York lawmakers also have introduced state legislation that would enact the "all-electric building act" to prohibit infrastructure, building systems, or equipment used for the combustion of fossil fuels in new construction statewide.

If you would like to share your thoughts on this all-electric building proposal, I encourage you to submit written comments on the CAC Draft Scoping Plan during the public comment period, now through June 10, 2022. For more information or to submit your comments, visit <https://climate.ny.gov/Our-Climate-Act/Draft-Scoping-Plan>.

Please see the following remarks I submitted on behalf of MACNY to the Assembly Standing Committee on Energy, Assembly Standing Committee on Governmental Operations, Assembly Standing Committee on Environmental Conservation, and Assembly Climate Change Work Group. MACNY President & CEO, Randy Wolken, also testified on the overall CAC Draft Scoping Plan, at a regional in-person hearing.

Testimony Presented to: Assembly Standing Committee on Energy, Assembly Standing Committee on Governmental Operations, Assembly Standing Committee on Environmental Conservation, and Assembly Climate Change Work Group.

My name is Tiffany Latino-Gerlock, and I serve as the Director of Government Relations and Communications for MACNY, the Manufacturers Association of Central New York. MACNY represents more than 300 manufacturing companies and businesses located throughout the Central/Upstate New York region. Thank you for the opportunity to testify on behalf of MACNY and our members concerned with the proposed implementation of all-electric requirements in new commercial construction.

We recognize and respect the purpose of the carbon reduction targets set by the CLCPA to include the consideration of all-electric construction for certain commercial buildings. However, this ambitious goal would pose significant technical and financial challenges for many businesses, especially tech and manufacturing companies. We are concerned that direct and indirect costs associated with such a transition would place additional financial and operational burdens on manufacturing companies and other businesses in New York already navigating the challenges of the COVID-19 pandemic, as well as inflation.

A recent study from the Urban Green Council analyzed the potential costs of retrofitting existing buildings in New York City. To reduce carbon emissions by over 35% – a scenario considered in the analysis – the cost per square foot for retrofitting a commercial building would be about \$17 to \$20 per square foot - at today's prices. A separate study from the New Buildings Institute analyzed the potential cost of building new all-electric residential and commercial buildings and found that a medium-sized building would cost an additional \$12 per square foot, after accounting for the cost savings attributed to decarbonization. These likely are conservative numbers of what the actual cost would be for manufacturing facilities in Upstate.

Furthermore, if natural gas is eliminated, energy availability and reliability will be significantly constrained as natural gas is a resilient energy source providing base power when renewables are not available. A move to all-electric heating and equipment could leave New Yorkers at the mercy of a power grid that is increasingly reliant on intermittent renewables. This would be serious in a cold, heat-dominated climate such as Upstate New York. Due to frequent disruption of electricity distribution, moving the state to electric heat also could have the unintended consequence of incentivizing consumers to purchase and use backup generators, which often can be loud, costly, and even dangerous. We hope legislators and policymakers consider that natural gas would provide a diverse and reliable fuel mix, while facilitating the state's energy transition.

MACNY and its members are committed to a careful and effective implementation of the CLCPA that protects both the environment and commercial and industrial businesses that fuel New York's economy. An all-electric requirement for manufacturers would cause companies to rethink expansion here in New York and/or force them to look outside of the state to relocate operations.

We would like the state to be more upfront with residents and businesses on the costs associated with a rapid transition, such as the impact on electric power costs resulting from planned investments in renewable energy resources. Also, the availability and quality of the power needed for industry has not been studied. We should consider all fuel and technology options and the possibility of carbon leakage from industry moving out of New York state. Now is the time to consider what impacts the all-electric building requirement will have on New York manufacturers and consumers alike. MACNY requests a comprehensive and on-going study conducted on the potential impacts of implementing the elements of the Scoping Plan – one that would consider costs, technology, and necessary transition times so businesses and consumers can respond effectively.

LEADERSHIP DEVELOPMENT

David Freund, Chief Leadership Officer

MY PICKS: THIS SUMMER'S READING LIST



“Summertime and the livin’ is easy.” George Gershwin wrote the famous aria for his opera *Porgy and Bess*. The piece is probably better known for the rendition sung by Ella Fitzgerald and Louis Armstrong. Summer begins this month, and the livin’ is easier in the summer. Things tend to slow down a bit and most of us will take some time away from work to rest and rejuvenate. Why not use some of that time to read a good book? Here are some of my recommendations for your summer reading.

No Higher Honor – In this book, Condoleezza Rice shares a memoir of her years in Washington. A native of Birmingham, Alabama, who overcame the racism of the civil rights era to become a world-class pianist, competitive figure skater, world-class academic, expert in foreign affairs, the sixty-sixth Secretary of State, and one of the first two women to join Augusta National Golf Club. This book is simply fascinating as she takes you on her journey through the many years she spent as a political advisor, National Security Advisor, and Secretary of State. From the tragedy of 9/11, conversations with Vladimir Putin, to Iraq and Afghanistan. If you like this book as much as I did, you might also be interested in her biography, **Ordinary, Extraordinary People**. When I think of amazing Americans, I think of Secretary Rice.

Failure is not an Option – This book by Gene Kranz shares a perspective of NASA and our country that is second to none. Gene Kranz takes you from the early days of the Mercury program to the Apollo program, where he ended his career as a flight director for NASA’s mission control. You get a sense of what it felt like to be chasing the Soviets into space and then the jubilation of overtaking them with Neil Armstrong’s walk on the moon. You get to sense the frustration of technology issues, the agony of the Apollo 1 tragedy, and the relief of the splashdown of Apollo 13 from the perspective of someone who experienced it all firsthand. This book took me back to my impressionable years and gave me a new appreciation for the brilliance and courage of the pioneers of space.

To Rescue the Republic – This new book by Bret Baier shares a fascinating look at Ulysses S. Grant, the son of a tanner from Ohio, who saved our Republic three times. The General who

could finally rally the Union Army to defeat the Confederates found himself upholding President Lincoln’s desires for reconstruction after his assassination and even had to broker a forgotten electoral crisis in his final weeks as president in 1876. Baier walks you down the path of history from pivotal battles, conversations with Presidents, and efforts to counter the work of the Ku Klux Klan. The book left me appreciating the man as a true hero of the 19th century who loved our country.

Influence is Your Superpower – I first learned about this book from the Ed Mylett Show podcast. Ed was interviewing Dr. Zoe Chance of Yale University. She talked about how we could become more influential. Since leadership is influence, I was hooked and knew I needed to order the book. Wow, this book has been such an inspiration to me. Not only did I learn about the Gator and Judge brains, but I learned how to establish connections with individuals and classes. A great book that is a must-read.

As you enter the season when the “livin’ is easy,” spend some time with a great book and a glass of iced tea. Your mind will be expanded, and you will find inspiration in surprising places.

I’d love to know what you’re reading this summer.

SUCCESS STRATEGIES

Laura Thorne, Official MACNY Consultant

LEADERSHIP STYLES GUIDED DISCUSSION



Have you ever thought about what your leadership style is? Leadership is a somewhat ambiguous word that means various things to different people. I was recently asked to host a presentation about leadership styles to a small group of business owners. Rather than bore them with my opinions or share what some worn out theory says, I came up with a set of discussion questions designed to allow everyone to reflect and contribute based on their own experiences.

The result was a highly engaging and thought-provoking conversation that led to many side conversations about challenges individuals were facing. I'm offering these questions to you in hopes that you'll raise them with your team or just reflect on them yourself.

Here are some suggestions to implement a facilitated discussion.

1. Select someone to ask the questions who won't insert too much of their own opinion into the discussion.
2. Get a group together for an hour or so and have the host read each question one at a time.
3. Allow conversations to wander but ask the host to bring them back to leadership styles whenever they veer too far off track.
4. Have each person summarize an action or point of awareness to take into the future.

Here are the questions. There are no wrong answers (except for the sarcastic responses that one person always feels compelled to give).

1. What is "leadership style"?
2. What are some examples of leadership styles? Note: you can search this online to expand upon or validate responses.
3. In what situations are you a leader?
4. Does it matter what your leadership style is?
5. Think of two leaders with extremely opposite leadership styles. Are there any traits that make one better or worse than the other?
6. Does your leadership style change? Should it change?

7. What is the one word you'd use to describe your overarching leadership style?
8. What does that word mean to you?
9. Where did your leadership style come from? Note: here is where I would instruct the group to write down a list of personal values.
10. How do your values influence your leadership style?
11. How can you use this conversation to make improvements to your leadership style?

After going through these questions, you might be wondering how you can learn more about your leadership style. Here are some suggestions:

- Observe others
- Read books and articles
- Practice self awareness
- Get feedback
- Dive deeper into your 'why' and your values
- Take a personality test

Laura Thorne Consulting (Official MACNY Consulting Partner) focuses heavily on performance improvement and leadership development using a framework called The Role Model Way™. If you'd like to learn more about one-on-one and group coaching opportunities reach out to her at laura@laurathorneconsulting.com or visit the website at www.laurathorneconsulting.com/MACNY.

PARTNERS FOR EDUCATION & BUSINESS

Emily Langan, Workforce Development Specialist

SHARK TANK FOR STUDENTS



If you've ever watched *Shark Tank*, then you may have asked yourself, "why didn't I think of that?" The contestants often mention how they have been inventing new things since they were a child. This spirit was exemplified at the

2022 CNY Innovation Challenge. This event is a competition for students from Central New York to pitch their creative ideas to a panel of local judges.

After two years of hosting this competition virtually, it was great to bring the event back into the community in person. We collaborated with the Maker Faire Syracuse, held on Saturday, April 2nd at the SRC Arena at Onondaga Community College. The faire included a variety of makers from traditional arts and crafts to high tech inventions. The atmosphere was perfect for the pitch competition, as the energy in the space was inspiring. In addition, we collaborated with the Keenan Center at Le Moyne College, to provide technical support to students and their teams as they developed their ideas and pitches. Doug Hill, the Director of the Maker Institute at Le Moyne College and Sponsorship Coordinator for the Maker Faire Syracuse, met with students individually to help improve their ideas or practice their pitches. Hill said,

"Central New York has always had entrepreneurship, innovation, and creativity as part of its business community. However, it is not easy to connect all the dots on the journey to success in the region. Collaborations amongst MACNY, the Syracuse Maker Faire, the Keenan Center, as well as others, help to consolidate and drive a thriving innovation community in Central New York. These collaborations work to increase the entrepreneurial density that will ultimately provide a sustainable platform for success in the region."

His vision to bring different partners together under one roof came to fruition at the Maker Faire Syracuse.

Teams of students in the middle and high school age brackets were tasked with explaining the problem they were trying to fix, how their product or solution worked, and why they were the right people to do it. Volunteer judges from local businesses, educational systems, and local government served as the "sharks." SRC, Inc., a major supporter of STEM education in Central New York, donated cash prizes for the top two teams in each category. Sydney Hopkins, Senior Corporate Communications Specialist, stated that, "SRC believes strongly in the importance of fostering innovation and creativity in Central New York students. Supporting these opportunities benefits the entire community by creating a capable, educated, and ready workforce who can support the myriad of high-tech jobs that local companies have to offer."

The members of the first place team from Nottingham High School were invited to deliver their pitch at the Dolphin Tank (a pitch competition for Le Moyne College students). Le Moyne College provided a \$5,000 scholarship for each member of that team: Alana Sanford and Myaa Sue Kam Ling.

Problem solving is an essential skill that all employers seek in prospective hires. Partners for Education & Business (PEB) exists to identify those essential skills and bring opportunities to local students to learn and practice them. We are grateful to our local partner employers and organizations that support and sponsor these events for local students.

WORKFORCE DEVELOPMENT

Eileen Donovan, Workforce Development Specialist

REGISTERED APPRENTICESHIP - A LINE ITEM IN THE NYS BUDGET



On April 9th, the news broke that our state legislature had landed on a budget for the new fiscal year. It may not have arrived on time as we would have liked, but it was news we were hoping to hear. Here was the evidence that NYS agrees with us: the Manufacturers Intermediary Apprenticeship Program (MIAP) is worth the investment – to the tune of \$1.75 million, an increase over last year of about 133%!

If you're wondering about the impact of this announcement, you should have been on site at Liverpool's 110 Metalworks, where Senator John W. Mannion (D-Geddes) released the news to the press. Mannion stated, "Central New York's roots are in industry, manufacturing, and having the workers that companies need to grow and succeed - this historic \$1.75M workforce investment builds on that heritage. We're funding the best training in the highest-demand industries of the future so Central New York continues to prosper as a magnet for jobs and economic growth." The joy was palpable as we toured the facility with Senator Mannion and MACNY President and CEO, Randy Wolken.

110 Metalworks currently operates two different apprenticeship programs under MACNY's sponsorship and has already graduated employee Corey Nadeau from CNC Machinist apprentice to Journey Worker since the start of MIAP in 2016. The two apprentices that were on-site to meet Senator Mannion and the crew had important things to say about their experiences at 110 Metalworks and in the apprenticeship program. Registered Apprentice, Tyler Dettman, shared a fun fact: he came to the program with two years of post-secondary education at Onondaga Community College under his belt. During that time, he worked in fast food and was the aforementioned Corey Nadeau's Manager! We're sure they were good at flipping burgers, and we're proud to collaborate with them as they launch their advanced manufacturing careers.

Senator Mannion noticed a connection between past and present Central New York with businesses like 110 Metalworks,

their commitment to Registered Apprenticeship, and the opportunities they offer to local job seekers. As he spoke with Registered Apprentice, Irwing Laureano-Torres, originally from Puerto Rico, and with Sanil Alemeic, Apprentice Mentor, and 19-year 110 Metalworks employee, born in Bosnia, the senator recalled his own family's experience in Central New York. Just a few generations ahead of him, his ancestors found good jobs in the Syracuse area, made it a wonderful place to raise families, and sustained the economy. Their story mirrors those of present-day workers who've done the same, with the investment of employers and stakeholders like the New York State legislature and MACNY – all who share the same mission – to enhance the sustainability of advanced manufacturing in New York State.

\$1.75 million is a big deal. With it, we are thrilled to continue this work to grow this program as it offers lucrative careers in high-demand trades and industries across the state.

We welcome the opportunity to speak with you as you consider ways to raise skill levels among your incumbent and entry-level workers. For information on New York State Registered Apprenticeship, contact edonovan@macny.org.

FOOD FOR THOUGHT

Cindy Oehmigen, Director of Energy & Corporate Services

ADD THIS TO MY WISHLIST, AMAZON



My father was a Colonel in the Airforce (not a pilot, but he spent a lot of time in the air).

Both my older sister and brother had a pilot's license. When I was in college, I befriended a fellow who was an Airforce trained pilot. He had connections at the local airport and fenagled me a try out 'lessons' with a buddy of his. It was very fun to try my hand at 'piloting.' I must admit, I prefer small planes. You get so much more out of the experience and closer to feeling like the eagles do! It has been a long time since I was in a plane at all, let alone a small plane. But I do really enjoy air travel. It is my preferred way to travel.

When I ran across this, I thought you all might all find it interesting. Lilium is a start-up aerospace company out of Germany that is developing an all-electric vertical take-off/landing jet. Think of the advantages that could bring. The need for a sprawling airport, with runways sufficiently long to accommodate massive planes, just might cease to exist. Even the hangar configuration would consume a much smaller footprint. Not to mention, these planes produce no emission and minimal sound pollution. No need to build runways, which is beneficial since concrete is a large contributor to greenhouse gas emissions. This would also eliminate the need to maintain or plow runways in the winter. Providing clearance for take-off and landing becomes simpler and clearance between planes is minimal.

I have a nephew who lives and works in Aspen. He tells me one of the biggest challenges Aspen has as a community is that the airport is too small for all the private jets. Given Aspen is on top of a mountain, it is difficult to find adequate expansion space for jets to take-off and land. I know this is a problem most of us can't relate to. However, for those who want or need to travel in and out of constrained places, this could be a solution. The need to locate an airport far out of town (like Denver) would be minimized. Also, the need for transportation back and forth would also diminish (fewer cars on the road and less automobile carbon emission).

This would even be helpful for getting into remote areas for humanitarian reasons. I imagine access to remote areas of the world would be much improved. It could potentially improve how we approach medical transportation and rescues. I don't know the data, but I imagine jet travel is faster than most helicopters. This innovative approach to air travel could just revolutionize the industry.

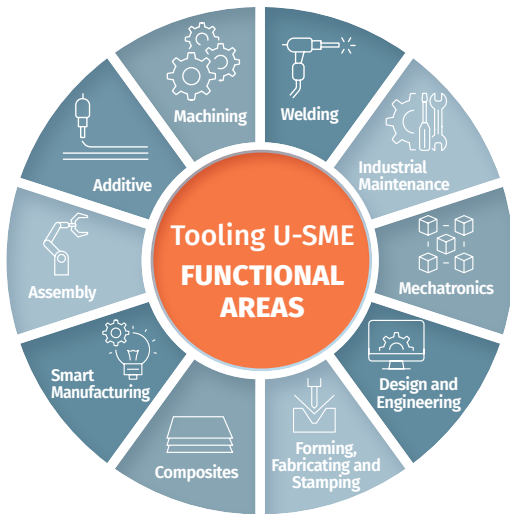
My last thought about this new approach to air travel...it just looks really cool. I think I want one.

References:

<https://lilium.com>

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June 2 | 8 AM - 12 PM

Finance 101 for HR Staff

June 2 | 9:30 - 10:30 AM

Digital Transformation Workshop

June 7 & 9 | 9 AM - 12 PM

How Manufacturers Can Take Advantage of Influencer Marketing

June 7 | 9 - 10 AM

Maximize Your Membership

June 9 | 9 - 10 AM

Member Spotlight: Boulter Industrial Contractors

June 15 | 12 - 12:30 PM

MACNY Supports Diversity, Equity, and Inclusion

June 16 | 10 - 10:30 AM

Personal Development Series: Self Leadership

June 29 | 12 - 1 PM

Intro to MACNY's Career and Talent Platform/Applicant Tracking System

June 30 | 9:30 - 10 AM

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