

# MANUFACTURING MATTERS NEWSLETTER



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

## OPERATION NEXT: ADVANCED MANUFACTURING TRAINING FOR SOLDIERS AND THEIR FAMILIES

Every year an estimated 200,000 service members transition out of the military. In the last six months of active-duty, service members can enroll in SkillBridge programs. SkillBridge programs are a great opportunity for service members to explore career interests and develop job skills as they prepare to transition out of the military. MACNY is proud to partner with LIFT (Lightweight Innovation for Tomorrow) to bring Operation Next® to New York as the first program of its kind.

Operation Next has over a dozen active sites across the country for training and preparing transitioning service members for careers in advanced manufacturing. MACNY is proud to provide these services to soldiers from Fort Drum and the National Guard and Reserve components of New York. Operation Next empowers soldiers and their families to prepare for the next stage of their lives. For MACNY and its partners, it's a chance to support them in their transition by providing training and employment opportunities, as well as supporting the local advanced manufacturing landscape.

Recently, MACNY has partnered with Jefferson-Lewis BOCES to provide CNC (Computer Numerical Control) training to soldiers. In this training program, soldiers receive nationally recognized

certifications aligned with the National Institute of Metalworking Skills. MACNY is also in the process of creating a welding internship with the help of the Fulton Companies. MACNY is always looking ahead to find ways to provide training to soldiers and their families across the state.

Community partners are vital to ensure that a strong network is established for the program. Companies can get involved with Operation Next by signing on as a partner to provide on-the-job training. **If your company would like to get involved in this mission, scan the QR code to register for the Operation Next: Connecting Transitioning Soldiers with Manufacturers webinar on November 10th from 10:30 - 11:30 AM.**



## MACNY EXPANDS WORKFORCE DEVELOPMENT TEAM



Manager of Apprenticeship & Workforce Development  
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Colleen is an accomplished workforce development professional with over 12 years of experience. Prior to joining MACNY, she was the Youth Workforce Manager at CNY Works where she managed youth workforce services, instituted a work readiness curriculum, and implemented several projects in partnership with other local organizations.



Workforce Development Assistant  
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Prior to joining MACNY, Murjan was a Peer Financial Mentor at CNY Works where he worked with local youth on personal finance topics including banking basics, understanding and managing credit, money management, financial safety, savings habits, and financial independence.

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# PRESIDENT'S MESSAGE

Randy Wolken, President & CEO

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## HISTORIC MICRON TECHNOLOGY INVESTMENT



The Micron Technology project announced on Tuesday, October 7th will undoubtedly be transformative for the Central New York community, New York State, and beyond.

MACNY, as a leader in manufacturing and tech workforce development, knows that our region is filled with a skilled and diverse workforce. This workforce will only grow by the thousands over the next decade. We look forward to working with the entire manufacturing community to help fill the talent pipeline needed for existing and future manufacturers to thrive across our region and state.

How large of an investment is coming to Central New York? Over the next two decades, Micron will invest up to \$100 billion in building the nation's largest semiconductor chips fabrication facilities employing up to 9,000 people. The supply network and related industries will hire up to an additional 41,000 workers. New York State will become the epicenter of semiconductor chip making, while also supporting related industries and communities throughout Upstate New York.

Not only will the project create thousands of advanced manufacturing jobs and other positions, but it will elevate New York's profile as a high-tech manufacturing hub while strengthening our economic and national security. Our communities are ideally positioned because of our infrastructure and availability to abundant energy and water resources. Central and Upstate New York have a great manufacturing history which is one of the many reasons this investment is being made here.

It needs to be noted that without the hard work of U.S. Senate Majority Leader Chuck Schumer, Governor Kathy Hochul, and Onondaga County Executive Ryan McMahon this investment would not have happened here in Central New York. The tireless and collective efforts they put forward, and those of their teams, made this project a reality. As a part of the many people who helped make this investment possible, the MACNY team is excited, ready, and committed to collaborate with our community

partners and to be part of this historic endeavor. This investment over the next few decades will be groundbreaking for the Central New York region we are proud to call home.

There is a real need to understand what this means to our members over the coming years. The MACNY team will ensure you stay connected to all the developments. The services we provide will be growing to meet the emerging needs of this historic investment and the emerging needs of our long-time members. For now, we can all celebrate this historic win for manufacturing in New York State.

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### Related Information:

[www.syracuse.com/business/2022/10/micron-picks-syracuse-suburb-for-huge-computer-chip-plant-that-would-bring-up-to-9000-jobs.html](http://www.syracuse.com/business/2022/10/micron-picks-syracuse-suburb-for-huge-computer-chip-plant-that-would-bring-up-to-9000-jobs.html)

[www.syracuse.com/business/2022/10/who-is-micron-how-the-tech-giant-grew-into-worlds-4th-largest-semiconductor-maker.html](http://www.syracuse.com/business/2022/10/who-is-micron-how-the-tech-giant-grew-into-worlds-4th-largest-semiconductor-maker.html)

[www.syracuse.com/news/2022/10/why-micron-picked-cny-good-schools-a-diverse-workforce-and-yes-incentives.html](http://www.syracuse.com/news/2022/10/why-micron-picked-cny-good-schools-a-diverse-workforce-and-yes-incentives.html)

# GOVERNMENT RELATIONS

Tiffany Latino-Gerlock, Director of Government Relations & Communications

## MACNY LEGISLATIVE BREAKFAST 2022



MACNY's Annual Legislative Breakfast resulted in meaningful dialogue among our members and elected representatives. The event was held at the DoubleTree Hotel in East Syracuse this October with close to 90 people in attendance. We were honored to have many of our local, state, and federal legislators there and would like to thank all those who attended for their ongoing support of manufacturing in our region and beyond.

### Event Program

MACNY's Legislative Breakfast began with a meet-and-greet for members to interact with their elected representatives. Onondaga County Executive Ryan McMahon then spoke to the crowd about the Micron Technology project, which will take place in Clay, NY. Micron Technology, the fourth-largest producer of semiconductors in the world, will build a cutting-edge semiconductor manufacturing campus and has announced it will invest up to \$100 billion over the next 20-plus years to construct the project, and create thousands of high-paying jobs.

Following the keynote, MACNY highlighted its legislative agenda and held an informative panel discussion on key issues impacting manufacturing companies and businesses in the Central New York community.

### Event Panel

Joining the esteemed panel was Randy Wolken, President & CEO of MACNY; Ross Berntson, President and COO of Indium Corporation; Alberto Bianchetti, Regional Vice President/Community and Consumer Affairs, National Grid; Nicole Bryant, Human Resources Manager at Giovanni Foods; and Andrew Bobrek, Member of Bond, Schoeneck & King PLLC. These experts provided great insight and feedback on the two focus areas of Workforce Development/Human Resources and the Climate Leadership and Community Protection Act (CLCPA). The conversation led to engaging participation from audience members to include elected officials who asked thoughtful and meaningful questions and shared their positions on such matters.

### Event Sponsors

This year's legislative breakfast was made possible with the support of our sponsors: Bartell Machinery Systems; The Bonadio Group; Bond Schoeneck & King PLLC; Fust Charles Chambers LLP; Gear Motions; Giovanni Foods; National Grid; VIP Structures; and WestRock.

We are very appreciative of their efforts and would like to thank these sponsors for their support!

### Upcoming Advocacy

MACNY will be announcing more Government Relations events including an Election Recap and Session Look Ahead webinar on November 15th from 9 – 9:30 AM as well as an in-person Manufacturing Advocacy Day in Albany, which we expect to hold early next year. In addition, we will be sending out a legislative survey to help us better represent our members on important state and federal issues.

If you have any questions or comments, please feel free to contact me anytime at [tiffanylatinog@macny.org](mailto:tiffanylatinog@macny.org).





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# LEADERSHIP DEVELOPMENT

David Freund, Chief Leadership Officer

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## LIVE2LEAD 2022: RECAP



I look forward to Live2Lead for at least six months before the event. After the event, I take a few months off to reflect on what I learned and apply the learning to my classes and life. In response to this year's event - wow! Live2Lead 2022 was amazing. I'd like to start with the venue. Thank you to The Lodge for making us feel welcome and creating the retreat atmosphere that was the perfect backdrop for the day.

Now, let's get into the content starting with John Maxwell and the preview of *The Sixteen Laws of Communications*. This book will be a game-changer for leaders. You can't lead if you can't communicate. I have so many takeaways, but this one was a game changer, "Communicators read the room and change the temperature." We often focus so much on what we want to say that we set ourselves up for failure by not reading the room. Great communicators read the room, then adjust their delivery or content based on the group's needs.

I didn't know about Eric Thomas before he was announced as a speaker this year. His talk was so inspiring. We all have a story inside us, and we need to tell our story. We have a story within us that will change the world.

The information Tim Elmore shared about generations in the workforce was priceless and inspired a new way of thinking about why each generation makes the choices they do. He shared with us the tools to meet each generation where they are and then engage them in their areas of strength. By doing this, we will have a committed and dedicated employee who, with some mentoring, will not only get along with others on the team but also value what each person brings.

Patrick Lencioni returned to Live2Lead and taught us about *The Six Types of Working Genius*. I don't mean to exaggerate with this statement, but this was a life-changing teaching. For years I wondered what was wrong with certain aspects of my work. I would have days that went well and some that were terrible. I would have days that started out well and then went south quickly. Was this just life or was there something wrong with me? Should I just suck it up and realize that work is a four-letter word, and well, it is what it is? This new teaching revealed that we each

have two of the six working geniuses, two areas of working competence, and two areas of working frustration. When we work in our genius, we are energized and love what we do. When we work in our frustrations, we feel work is truly a four-letter word; we resent it. As I experienced this teaching, my life started to make a lot more sense. *The Six Types of Working Genius* is a game changer, and yes, we will start offering training around this amazing new tool.

Doris Kerns Goodwin engaged in a fireside chat of sorts with John Maxwell, and we had the privilege of sitting in. Doris has spent her life studying several of our United States Presidents. She can tell you not only what they did but why they did it. My greatest takeaway from Doris was that all but one of the presidents she studied made sure that they got away and had downtime to reflect and recharge. You guessed it; I need to build some of this into my crazy life.

John closed the day by reminding us that we are all on a path of potential and that the path of potential never ends. He pointed out a man named Jack. Jack is 93 and was taking notes at the event and realized that the question we should be asking isn't 'how long will this take?' But rather, 'how far can I go?' When we grow in our awareness of our strengths and make wise choices, our potential is unlimited.

If you didn't, I wish you could have joined us at The Lodge. For me, it was life changing.





## BECOME A MEMBER OF OUR FAMILY

Our mission is to provide resources, consulting, training and education initiatives specific to **family owned businesses** in Upstate New York. We address unique and critical issues of running a family business and insuring healthy success for current and future generations.

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# PARTNERS FOR EDUCATION & BUSINESS, INC.

Emily Langan, Workforce Development Specialist

## MANUFACTURING MONTH



National Manufacturing Day was Friday, October 7th. This was an opportunity for manufacturers to host students and teachers for tours, and to showcase some of the many opportunities we have right in our backyard. But since we are MACNY, we celebrated all month long. We partnered with four local companies, Gear Motions, WestRock – Solvay Mill, Knowles Precision Devices, and Schneider Packaging. After two years of virtual Manufacturing Month activities, it was wonderful having the tours back in person so companies could show off some of the products and services being made in Central New York. Thank-you to our sponsors PaperWorks, Bristol Myers Squibb, Lockheed Martin, TDO, Gear Motions, SRC, and AmeriCU.

On Wednesday, October 12th, our partner, the Central New York School Boards Association, held a panel event at Cayuga-Onondaga BOCES in Auburn. Students and their families were able to hear from local professionals on what they do for a career, as well as their personal journeys to where they are today.

On Saturday, October 22nd, we partnered with The MOST and JPW Companies, with support from the Women's Fund, to provide hands-on welding activities for middle school girls. Historically, females are underrepresented in the advanced manufacturing industry, so we were excited to show the next generation of female employees that STEM careers are for them!

We also want to thank The Raymond Corporation for including our school partners in their virtual Manufacturing Month experience. Students were able to see inside their facility from the comfort of their own classrooms. Transportation can be a barrier for many schools, so it is so valuable to have partners like The Raymond Corporation to bring opportunities to the classroom.

Just because we celebrated Manufacturing Month in October, it doesn't mean that there are not other opportunities for you to showcase what you do! **If you are interested in getting involved and connecting with students, please contact us at [PEBTeam@macny.org](mailto:PEBTeam@macny.org)**





# WORKFORCE DEVELOPMENT

Eileen Donovan, Workforce Development Specialist

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## PRE-APPRENTICESHIP FOR YOUTH SUCCESS STORY



I'm not in the habit of reading periodicals like *Modern Machine Shop*. That's why I enjoy working with subject matter experts like Michelle Shatrau, President and CEO of N.E.T. and Die in Fulton, NY. Michelle sent along this article, with which I've taken liberties to excerpt here.

As a member of our Apprentice Advisory Committee for Youth, Michelle is on the lookout for articles and examples of ways in which the Registered Apprenticeship model is working for others, in the hope that we may borrow best practices. This manufacturer is in Wisconsin, a state for whom apprenticeship requirements differ from those of New York State. However, the point of the article is well-taken; we need to innovate to develop the emerging workforce in our own backyard. Apprenticeship for Youth is one of those ways. If you're on the fence about whether to get involved with our Apprenticeship for Youth program, just check out how A to Z Machine is training "Today's Apprentices, Tomorrow's Employee Leaders."

*...In addition to investing in its current employees, A to Z Machine invests in its community with a long-running apprenticeship program. This focus on apprentices includes both journeymen apprentices studying at nearby technical schools — who receive tuition reimbursement and flexible schedules to accommodate class time alongside work — and youth apprentices from local high schools, who work at A to Z through the Wisconsin Youth Apprenticeship Program.*

*Two or three youth apprentices start work at A to Z Machine in the summer every year, training in the toolroom and quality inspection department before making their first parts in what the company has dubbed the "training utility machining" area. This part of the shop features several older machines that have proven good fits for first-time machinists. These include an old Bridgeport mill, a manual lathe, a surface mill and two CNC mills — one with a Mazak control based*

*on conversational programming and the other with a FANUC control based on G-code.*

*After creating simple and repetitive parts on these machines for a few months, the youth apprentices begin shadowing machinists in other departments. By the winter holidays, A to Z means for them to understand the key differences between milling and turning in preparation for larger responsibilities in the new year. The apprentices start with conversational programming, then learn G-code once they have a little more experience. A computer in the training utility area also introduces the apprentices to GibbsCAM.*

*A to Z has recently taken further steps to develop the next generation of manufacturers by partnering with a local high school to develop shop class curricula. The company believes this school partnership will swiftly become mutually beneficial, with top performers in metalworking classes getting recommendations to work as youth apprentices at A to Z.*

*These investments have resulted in a valuable source of employees for A to Z and valuable work experience for young people in the Appleton area. Currently, 13 former youth apprentices work at A to Z Machine. Many have enjoyed lengthy tenures at the company: One of A to Z's first apprentices started at the company almost 20 years ago and has stayed there his entire career. Several former youth apprentices have also become leaders and specialists on the shop floor. Two former apprentices run the company's large Doosan HM 1250W horizontal machining center, and a former youth apprentice now plays a strong role within A to Z's toolroom.*

We welcome your feedback and would love to work with you as employer partners in our Pre-Apprenticeship for Youth Program. Let's talk soon!

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Source:

Doran, E. (n.d.). Top shop builds upon employee ownership for future success. *Modern Machine Shop*. Retrieved October 13, 2022, from <https://www.mmsonline.com/articles/top-shop-builds-upon-employee-ownership-for-future-success>

# FOOD FOR THOUGHT

Cindy Oehmigen, Director of Energy & Corporate Services

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## HARD DAY ON THE PLANET



With all the news of natural disasters, it can be easy to skip by the successes that are notable...and newsworthy. Imagine you are part of the DART (Double Asteroid Redirection Test) team. Your mission is to build a craft that has the sole purpose of crashing into an asteroid to see if the impact affects the path of the asteroid on the chance it is hurdling towards Earth. Sounds like something right out of a sci-fi thriller, right? The truth is that the solar system is littered with asteroids and comets. In fact, there is a federal agency solely devoted to monitoring Near Earth Objects (NEO). To be classified as an NEO, it needs to have potential to pass by Earth within 30 million miles. Unlikely as a collision is, NASA wants to know about it, so the Planetary Defense Coordination Office (PDCO) exists. Their job is to find, warn, coordinate, mitigate, and organize with partners.

The European Space Agency (ESA) and NASA started with separate plans to test asteroid deflection strategies. But, by 2015 they struck a collaboration called AIDA (Asteroid Impact and Deflection Assessment). In June of 2017, the concept was moved to the preliminary design phase. In August of 2018, the project was approved to move forward to the final design phase. In April 2019, it was announced that a SpaceX Falcon 9 would be used to launch DART. For those of you who do not follow news about SpaceX, this is Elon Musk's reusable rocket.

All of this is being done with international partners. The European Space Agency (ESA), as well as the Italian Space Agency (ASI) and Japan Aerospace Exploration Agency (JAXA) are all playing a part in current studies. As you might imagine, DART is loaded with sensors, cameras, solar arrays, antennas, an ion thruster (electronic propulsion), and a secondary spacecraft that is separated before collision to acquire images to send back to Earth. This second spacecraft was contributed by ASI.

The flight of DART took 10 months. I envision a lot of people monitoring, measuring, watching, and waiting for the final impact that culminates in the destruction of all the work they put into this spaceship. I saw the video as they celebrated this

achievement. It is not over yet. There is still much monitoring and assessment of the impact to be done. My description is a huge simplification of what it took to make this happen. It takes much coordination and a lot of genius engineering. It seems when we can get everyone on the same page, there is so much we can accomplish.

The photo below was taken by a friend of mine who was vacationing in Martha's Vineyard. It's a real picture of a SpaceX rocket blasting to "who knows where" this time. A 'hard day on the planet', but a glimpse of how working together might soften things up a bit.





# TRAINING AND EVENTS NOV & DEC

**Lean Six Sigma Green Belt**  
Starting Nov 1 | 8 - 11 AM

**ISO 9001: 2015 Internal Auditor Training**  
Nov 2 | 8 AM - 4 PM

**Reasonable Suspicion Training**  
Nov 3 | 8:30 - 9:30 AM

**MS Access for Office 365 - Part 1**  
Nov 7 | 9 AM - 5 PM

**Blueprint Reading: Level 1 (Basic)**  
Nov 9 & 10 | 8 AM - 12 PM

**Tour of Volpi**  
Nov 9 | 2:45 - 6 PM

**Mastering Emotional Intelligence Level 1**  
Nov 10 | 9 AM - 4 PM

**Maximize Your Membership**  
Nov 10 | 9 - 10 AM

**Operation Next: Connecting  
Transitioning Soldiers with Manu-  
facturers**  
Nov 10 | 10:30 - 11:30 AM

**Setting up for Success in 2023**  
Nov 10 | 3 - 5:30 PM

**MS Access for Office 365 - Part 2**  
Nov 14 & 15 | 9 AM - 5 PM

**MS Excel for Office 365 - Part 3**  
Nov 14 | 9 AM - 5 PM

**Employee Misconduct  
Investigations**  
Nov 15 | 8:30 - 9:30 AM

**Election Recap and Session Look  
Ahead**  
Nov 15 | 9 - 9:30 AM

**Tour of Pelco: International Opera-  
tions for an International Customer  
Base**  
Nov 15 | 2:30 - 6 PM

**Tour of Bartell Machinery: An an  
OSHA VPP STAR Certified Company  
for Safety Excellence**  
Nov 16 | 9 - 11:30 AM

**Tour of N.E.T. & Die, Inc.**  
Nov 16 | 3 - 6 PM

**Project Management Workshop**  
Nov 17 & 18 | 9 AM - 12 PM

**MS Excel for Office 365 - Part 2**  
Nov 29 | 9 AM - 5 PM

**Project Management Certification  
Prep Course**  
Starting Nov 29 | 9 AM - 12 PM

**Crucial Conversations**  
Dec 6 & 8 | 9 AM - 4 PM

**Maximize Your Membership**  
Dec 8 | 9 - 10 AM

**OSHA 10-Hour**  
Dec 14 & 15 | 8 AM - 2 PM

**MS Excel for Office 365 - Part 1**  
Dec 29 | 9 AM - 5 PM

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