

# MANUFACTURING MATTERS NEWSLETTER



THE MONTHLY NEWSLETTER OF MACNY, THE MANUFACTURERS ASSOCIATION | MARCH 2023

## SAMANTHA WESSING JOINS MACNY AS WORKFORCE DEVELOPMENT SPECIALIST



**SAMANTHA WESSING**

We are so pleased to announce that Samantha Wessing has joined our team as a Workforce Development Specialist. In this role, Samantha will support MACNY's New York State Manufacturers Intermediary Apprenticeship Program (NYSMIAP). She will play an integral role in maintaining relationships with new and existing companies participating in NYSMIAP, while also coordinating related instruction and on-the-job training for apprentices. Samantha will also be actively engaged in workforce development initiatives supporting the expansion of the current apprenticeship program, as well as new initiatives that support advancing opportunities for women in manufacturing.

Prior to joining MACNY, Samantha spent over 5 years at Cazenovia College where she progressed from Assistant Director of Admissions to Senior Assistant Director of Admissions. She also has a background

in broadcasting and meteorology in the Utica, NY area. Samantha holds a Bachelor of Arts Degree in Broadcasting and Mass Media, as well as a Bachelor of Science Degree in Meteorology—both from State University of New York at Oswego.

MACNY's President & CEO Randy Wolken states, "We are excited to welcome Samantha to MACNY's growing workforce development team. As our members' workforce needs continue to expand, Samantha's role will add so much value to our apprenticeship program initiatives that are bringing opportunities to both employers and community members throughout New York State."

Samantha is excited to get to know MACNY's member companies. If you would like to connect with Samantha, please email her directly at [swessing@macny.org](mailto:swessing@macny.org).

## MEET AND LEARN FROM HUNDREDS OF OTHER UPSTATE NEW YORK COMPANIES

### COUNCILS PROVIDE PEER NETWORKING, LEARNING, AND INFLUENCE

Are you aware that there are six different MACNY councils designed to give you and your employees a chance to grow? Each council focuses on a specific business area and provides members with the opportunity to learn from and network with peers from hundreds of other member companies in the state. Programming includes facility tours, presentations, panel discussion, and round tables. Visit [macny.org](http://macny.org) for more detail.

- Business Development
- Continuous Improvement
- Factory Managers & Plant Engineers
- Human Resources
- Safety
- Technology & Innovation

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# PRESIDENT'S MESSAGE

Randy Wolken, President & CEO

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## TIME TO SHIFT OUR PARADIGMS



We are comfortable with our current worldviews. They are often called our paradigm. It means that we see the world we live in, a certain way. Our worldview, or paradigm, informs our daily schedules and personal road maps that have served us well.

Why change now? Because change is coming whether we want to recognize it or not. Our communities are moving rapidly to a very different future. Are you ready to shift your mental paradigm and alter the maps that have guided your success for years? Now is the time to actively prepare for our future world.

Consider how successful you would be if you lived in Phoenix but were using a map of Syracuse to get around. Would you get to your desired destination? This is what is happening to our communities. The landscape is rapidly changing. By the first quarter of 2026, Micron will be producing memory chips here in Central New York for the rest of the world. Its first \$20 billion chip fab factory and related jobs will begin operations. Starting by the end of this year, and throughout the next decade, thousands of construction workers will be hired and will begin working at the site in Clay, NY. Daily, five to seven thousand workers will be working diligently to construct the first of what we believe will be as many as four chip fabs resulting in \$100 billion in investments – from Micron alone! In the next few decades, 50,000 jobs will likely be created, and we could see as many as 250,000 people move into Central New York and the Mohawk Valley.

Are you beginning to see what is happening here in three short years? What does this mean for all of us? Let me start to outline what needs to change in our paradigm – or worldview. We used to live in a community of scarcity. Now it will offer abundance. As a result, we need more of just about everything. We need to collaborate to create all these outcomes; if we do it well, many people will benefit.

What else is changing in our worldview – or paradigm? Events used to happen slowly here. That will no longer be the case. In fact, everything will happen very fast—much of it begins in three short years. This means fast-moving investment and

wealth creation for decades. Why? Because you do not move chip fabs to other countries. They stay and produce year after year. We must rapidly scale so many aspects of our community to accommodate all this change.

Another aspect of our worldview – or paradigm – is an increase in new neighbors, colleagues, and friends from all over the country and world. This is a change from many people leaving our community year after year. And, the sustainable jobs produced are for them, us, our children, and our children's children. This is exciting for those who want our children to stay here or return to our communities.

In one small article, I cannot fully communicate how much change is coming to our communities in Central and Upstate New York within the next decade – and beyond. However, I did want to give you a small taste of what will happen. We all need to adjust to how we see the world. I encourage you to understand what will happen so you can prepare yourself and others for it. The better prepared we are for what is coming, the better we can respond to each challenge with solutions that benefit everyone already here and all those



families and individuals who are coming here soon. You can count on MACNY to be a leader in understanding the new community we are creating while helping our existing member companies thrive – not just survive. For nearly 110 years, MACNY has helped individuals in manufacturing prosper. Given the great companies here and coming, we will certainly be doing it for the next century. Please reach out to me if you would like to talk about the future of our community and the paradigm shifts necessary to be successful. Like in the past, we will be successful together!

# GOVERNMENT RELATIONS

Matt Geitner, Director of Government Relations

## MACNY WELCOMES NEW DIRECTOR



We are thrilled to announce the addition of Matt Geitner as the new Director of Government Relations. In this role, Matt will manage the advocacy efforts of MACNY and The Manufacturers Alliance of New York State in both Albany and Washington, manage communications regarding public policy issues, coordinate MACNY's state and federal political action committees, and keep MACNY's 300+ member companies informed of important issues and legislation. His scope of work will also include a focus on growing the Alliance's statewide visibility and influence.

Matt is a senior leader with experience in both the public and private sectors conducting government and public affairs initiatives, internal and external communications, and coalition building to achieve policy results. He has extensive experience working with local, state, and federal public officials along with economic, business, and community leaders. For 10 years, Matt provided government affairs and business development expertise to C&S Companies, a long time MACNY member and national NYS headquartered architectural, engineering, and construction firm. Also, Matt has 10 years of experience working in health care

for companies providing emergency medical services, non-emergency medical transportation management services, and government-sponsored health insurance.

MACNY's President & CEO, Randy Wolken, states, "We are delighted to welcome Matt to the MACNY team. Matt's expertise in both government relations and public affairs is a brilliant addition to the organization. He will certainly serve as an incredible asset to MACNY's membership and our sector's collective voice in Albany and Washington. We hope that you will join us in welcoming Matt to the team!"

Matt has a Political Science degree from American University in Washington, D.C. and is passionate about taking an active role in the local community having served on numerous regional and state boards and committees.

Matt is excited to dive in and get to work shaping the future of manufacturing policy for MACNY's member companies. If you would like to connect with Matt, please contact him directly at 315-350-7252 or [mgeitner@macny.org](mailto:mgeitner@macny.org).

## WHAT IS MACNY ADVOCACY?



### STATEWIDE VOICE FOR MANUFACTURING

Through our myriad of support services, lobbying efforts, research institute, and political action committees, our voice is strong and consistent; manufacturing is here to stay and, with your help, stronger than ever.



### PUBLIC POLICY AGENDAS

Our member driven advocacy efforts helps drive the statewide manufacturing agenda both in Washington and Albany, allowing members to build valuable relationships with lawmakers and advance key policy issues.



### GET INVOLVED

Our events vary from educational speaker events/tours, advocacy days, and meetings with elected officials to help cultivate awareness and accessibility for our members. Visit [macny.org/events](http://macny.org/events) to get involved and help us shape the future of manufacturing policy.





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# LEADERSHIP DEVELOPMENT

David Freund, Chief Leadership Officer

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## LIVING YOUR GREATEST STORY



### Intention and Influence

I have written around four hundred blog posts or newsletter articles for MACNY since joining the team in December 2015. Through those years, strategically placed within my writings have been two words: Intentional and Influence. These two words are so powerful and telling. They reveal our leadership abilities, our mindset, and our growth trajectory. They relate to our relationships with coworkers, friends, and family. They determine our health and overall well-being. So much in just these two simple words.

### Are you Intentional?

Are you just accepting life as it comes, or are you intentional about your life? Imagine someone gives you a book titled *The Greatest Story Ever Told*. Excitedly, you pull off the plastic wrapping and soon realize the book is filled with blank pages. As you turn past the title page, you find this handwritten note; “Dear Friend, the greatest story ever told can only be written by you. I want you to fill these pages with intentional acts of kindness that add value to people. Every day let your words be a record of how you are making a positive difference in the lives of others. Start now and intentionally make a great story with your life.” I received such a book last summer from John Maxwell. Great life stories don’t just happen; we must choose to write them.

### Who is Influencing You?

You may have heard me say that leadership is influence, nothing more and nothing less. Whoever is influencing you is actually leading you. As you think about that reality, how do you feel? Would you be happy to share with others who you are following? We have influencers everywhere clamoring for our attention. People make huge sums of money based on their number of social media followers, yet what is the benefit they bring to

society? Please don’t misunderstand my point. I am not saying that being an influencer is wrong. I would hope that, in some small way, I am an influencer. I am saying that we need to be very intentional when choosing who we allow to influence us.

### Where Do We Start?

Take time to determine what you value in life. Think about where you want to be in six months, one year, and five years out. Knowing your destination is critical when planning your path of growth. Share these thoughts with

a trusted thinking partner who will challenge you to clarify both what you mean, and what achievement in these areas would look like. Once you’ve got your destinations in place, it’s time to find the influencers who can help you get there.

Who do you know that is traveling a similar path but is further along? These people

may be local, or they may be folks you will never meet in person. They may be in books, on YouTube, or on podcasts. John Maxwell started influencing me back in 2012. Two years before I would ever meet him in person. Patrick Lencioni and Simon Sinek influence me through their books and podcasts. Donald F. Dew of Diemolding and Peter Meier of G.A. Braun influenced me in one-on-one conversations over many years. Don has gone to his reward, but Peter still speaks into my life regularly.

If you want to live a life that is the greatest story ever told, you need to be intentional about it. How you live your life is your choice. You also have to choose who you let influence you. The influencers you let in will determine where you end up. Choose well.



**IF YOU WANT TO LIVE A LIFE THAT IS THE GREATEST STORY EVER TOLD, YOU NEED TO BE INTENTIONAL ABOUT IT.**





## NEW MEMBER SPOTLIGHT

### EMCOR

EMCOR Services Betlem provides HVAC services to customers with solutions for effective CAPEX budgeting, turnkey equipment installation, equipment upgrades, service repairs and preventative maintenance. [emcorbetlem.com](http://emcorbetlem.com)

### HARDINGE, INC.

Hardinge, Inc. designs and manufactures high precision, computer controlled, machine solutions for critical, hard to machine metal or advanced materials and work holding accessories. [hardinge.com](http://hardinge.com)

### MICRON TECHNOLOGY

Micron is a world leader in innovative memory solutions. They have approximately 40,000 team members in 17 countries who work with the world's most trusted brands, delivering memory and storage systems for a broad range of applications with countless possibilities in technology. [micron.com](http://micron.com)

### PROGRESS INDUSTRIES

Progress Industries is a social enterprise, featuring an inclusive and diverse workforce as part of The Arc, Oneida-Lewis Chapter, a non-profit human services agency providing services for people with intellectual and developmental disabilities since 1954.

## NEW DUPLIFULFILLMENT

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**For More Information Contact**

**Chris Keevil**

**(315) 427.1469**

**Email: [ckeevil@duplionline.com](mailto:ckeevil@duplionline.com)**



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## MACNY'S 2023 SIGNATURE EVENTS

### ANNUAL CELEBRATION OF MANUFACTURING DINNER & AWARDS CEREMONY

May 11, 2023 | SRC Arena & Events Center

### WORKFORCE DEVELOPMENT AWARDS

June 15, 2023 | The Doubletree Hotel

### GOLF TOURNAMENT

July 24, 2023 | Bellevue Country Club

### CLAMBAKE

August 2023 | The Spinning Wheel

### FALL KICK-OFF

September 2023 | Central New York

### MANUFACTURING MONTH

October 2023 | Central New York

### LEGISLATIVE BREAKFAST

October 2023 | Central New York

### LIVE2LEAD

November 3, 2023 | The Lodge, Skaneateles

## MARK YOUR CALENDAR!



**Sponsorship opportunities available!**  
**Contact Cindy Nave Chief Member**  
**Engagement Officer for more info,**  
**[cnave@macny.org](mailto:cnave@macny.org)**

# PARTNERS FOR EDUCATION & BUSINESS, INC.

Emily Langan, Manager, Partners for Education & Business, Inc.

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## PEB EXPANSION



### Working to Prepare Today's Students for Tomorrow's Future

Planning for the future is difficult, especially for a 17-year-old high school student who attended school virtually for at least a year. In addition, many students may not know what opportunities exist right in their backyard.

Employers are also in desperate need of employees with critical workplace skills. That is why Partners for Education & Business, Inc. (PEB) is bridging the gap between education and industry. We are the ideal partner to connect students, educators, and employers for these purposes.

Students may not realize that their love of “tinkering” or ability to fix their computers can translate to lucrative and fulfilling careers. This is why we bring employers to the classroom and students to companies for work-based learning experiences: site visits, small group activities, job shadowing, and more. This programming helps students understand how these strengths and skills can lead to career pathways that they may not have considered before. Our work also gives students a perspective of life outside the classroom, so they can understand their ideal work environment and be better prepared in what to expect when they enter the workforce. In a world where companies often value “fit” over technical skills, it is particularly important for students to understand themselves, as well as the opportunities available. All they know is the classroom, and exposure to real-life workplaces is important for students’ career success. In addition, these activities allow employers to connect with students before graduation, where they can then offer students opportunities to work or intern, and both sides benefit from these experiences. We want students to know that they do not have to move away to work in a high-tech environment. So not only do we help students explore different career paths, but we expose students to some of the local employers in their area.

PEB’s services are expanding to include more schools across Central New York, with a footprint beyond Syracuse and Auburn. This past fall, we started working with the early college high school



programs at G. Ray Bodley High School, in partnership with Cayuga Community College. This spring, we are expanding our services eastward, through partnerships with Hamilton, Madison, Morrisville-Eaton, and Stockbridge Valley Central Schools, as well as Norwich, Sherburne-Earlville, and Unadilla Valley Central Schools. We are bringing in local employers, such as EJ, PaperWorks, and Briggs & Stratton, to connect with students on resume writing, mock interview skills, and site visits. Students are learning more about employers they may pass daily in the car but have never stepped inside — more local employers have the opportunity to connect with their future workforce.

Now more than ever, it is critical that students explore different career pathways and begin to plan their next steps after high school graduation. STEM careers are the way of the future, and PEB is working to prepare today’s students for tomorrow’s careers.



# WORKFORCE DEVELOPMENT

Eileen Donovan, Senior Workforce Development Specialist

## PRE-APPRENTICESHIP FOR YOUTH



As stakeholders in advanced manufacturing career exploration for high school students, we understand certain restrictions. Other states allow students under the age of 18 to job shadow, intern, and work part-time on their factory floors. In New York state, we abide by the New York State Department of Labor's (NYSDOL) constraints (notwithstanding exemptions to the rule for students enrolled in registered CTE programs) and some insurance policies. Also, unlike many other states, in New York, an individual must be 18 and no longer a full-time high school student to register as an apprentice.

At MACNY, we create pipelines from high school to Registered Apprenticeship with local school districts. We seek to introduce students, parents, educators, and employers to the benefits of this career pathway. In the Syracuse City School District (SCSD), a majority-minority school district, the MACNY Workforce Development team collaborates with its affiliates Partners for Education and Business, Inc. (PEB) and the Central New York School Boards Association (CNYSBA), to deliver on this goal. Some successful programming includes:

### Pathways to Careers

This CNYSBA event presents information about Registered Apprenticeship and other post-secondary options.

### P-TECH

An early college high school program in the SCSD, career exploration opportunities delivered by PEB to students in several sectors, including manufacturing.

### Pre-Apprenticeship Program, Corcoran High School

While not technically "pre-apprenticeship," SCSD uses this terminology to describe the Manufacturing Technology CTE program at Corcoran High School, on which MACNY assists.

The success of these efforts is demonstrated by three different students:

**Student #1:** CNC Machinist Apprentice, Syracuse – This student was first an SCSD Mechanical Engineering P-TECH student. Upon graduation in 2020, he attained his associate degree from OCC in 2022, while interning and working part-time at two worksites, including his current employer. At 20 years old, he registered for the CNC Machining apprenticeship instead of going on to a 4-year degree. Having already met his related instruction requirement through P-TECH, he was also awarded a year's previous experience credit, knocking the 48-month apprenticeship down to 36. With available SUNY funding, this apprentice can add college credits to his resume and may one day apply them to a bachelor's degree!

**Student #2:** CNC Machinist Apprentice, Fulton – This individual was also a P-TECH student when she attended our Pathways to Careers event in May 2022, at which MACNY was a presenter, along with her current employer's company president. After a robust Q&A with the student, the manufacturer, and her parents, she decided to exit P-TECH and intern to see if apprenticeship was for her. She is now a registered CNC Machinist apprentice with previous experience credit and classes under her belt. At 18 years old, she is in position to utilize SUNY funding to finish her classroom requirement and add college credits toward her associate degree.

**Student #3:** Welding Program Senior, Syracuse – Currently doing a paid internship in North Syracuse, this student was introduced to the employer (a core employer partner for PEB, the CTE program, and a MACNY signatory) at the SCSD Career Fair in March 2022.

We can't achieve these feats without employer participation. Visit [nysapprenticeship.org](https://nysapprenticeship.org) for ways to get involved with our emerging workforce.



Learn more about  
**PRE- APPRENTICESHIPS  
FOR YOUTH**

Simply scan the QR code.

# FOOD FOR THOUGHT

Cindy Oehmigen, Director of Energy & Corporate Services

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## WHEN YOU REACH A FORK IN THE ROAD...



**“When you reach a fork in the road, take it.”  
-Yogi Berra.**

As many of you know, MACNY has a wide variety of programs providing resources for those who are looking to upgrade existing skills to further their current work path, build a new set of skills to start a new direction, or are just entering the workforce for the first time. It is a lot to choose from. It has prompted me to think about my own decisions that led me to where I am today. I have learned a lot along the way. If only I had known then what I know now the path may have been shorter, but ‘what if’s’ are not particularly useful looking back.

There was a time (high school) when I thought I might pursue an art career. I loved my art classes, and I was decent at it, but I had to admit I wasn’t good enough to make a living at it. I think I loved the idea because I had a teacher that was quite skilled at connecting with her students.

**Lesson #1:** Chose something that you love but be honest with yourself about your level of talent and long-term commitment to the field. When I was early in my college journey, I considered becoming a criminal psychologist. I really like working with people and wanted to have impact. I had a professor that I trusted, and I valued his opinion. Besides teaching, he worked with the incarcerated and parolees. He did me a great favor in explaining to me the realities of what it takes to operate in that world. He did not believe I would be willing to continue or be happy on that path.

**Lesson #2:** Don’t hesitate to reach out to someone in the field you are considering and be willing to listen to them and take their guidance under consideration. I had always connected better with math and sciences than my other class work, so I took some accounting and engineering courses and just wasn’t drawn to accounting. Engineering utilized my creative side much better. (We have all heard how creative accounting can get you in deep trouble!!)

**Lesson #3:** Don’t be afraid to test the waters if you are not sure. Go try it out if you are really uncertain. When I graduated college, I did not know what a traditionally trained/educated

Industrial Engineer did. I spent many years learning and trying to improve, making plenty of mistakes along the way. I believed I wanted to move into management. I was, once again, fortunate to have a mentor who helped me summon enough courage to schedule a chat with our VP of Operations to express my interest. I found I get much out of working with a staff and helping them develop skills needed to grow.

**Lesson #4:** Find mentors that are doing the work you think you would like. Generally, people want to help. I spent a short time as an internal consultant in healthcare. I worked with an outside consultant that trained me on some of the programs I deliver today. I talked with her about becoming a consultant. She advised me to find and work for an organization that was doing the kind of work I wanted to do, then make a decision. I called a few consulting organizations to set up a meeting to better understand what it was like as a manufacturing consultant. One of them offered me a position and I took it. I found that I go a lot more out of working with colleagues and helping them develop the skills they need to grow; I realized I need and want a team around me. Working by myself did not make sense. Here I am today still doing what I love — working with manufacturing companies however I can help to them move forward.

**Lesson #5:** Don’t underestimate the culture of a workplace when choosing where you want to spend your time. It plays a large part in your chance for success.

And the last thought I will leave with you, take time to think about what gives you satisfaction in a job/occupation/career. Make a list of 10 characteristics or conditions that you look for. Rank them in order of importance and assign each a weight, according to your valued ranking 1-10, 10 being most important. Anytime you are considering taking a job/position or are deciding between options, use your list to score each option, including your current situation. This will give you some idea of what direction to take. It is not the only tool to use, but it can help.

There is not a person I know whose path has been a straight line. A lot of curves and back tracks are quite normal. Plan on learning a lot along the way.



# MARCH TRAINING AND EVENTS

## MANUFACTURING ADVOCACY DAY

March 1 | 7:30 AM - 2:00 PM

## BLUEPRINT READING: LEVEL 1 (BASIC)

March 1 & 3 | 8 AM - 12 PM

## MICROSOFT ACCESS FOR OFFICE 365 - PART 1

March 1 | 9 AM - 5 PM

## ELECTRICAL SAFETY IN THE WORKPLACE: NFPA 70E® TRAINING

March 7 | 8 AM - 12 PM

## MAXIMIZE YOUR MEMBERSHIP

March 7 | 9 AM - 10 AM

## MAXIMIZE YOUR MEMBERSHIP

March 9 | 9 AM - 10 AM

## MICROSOFT ACCESS FOR OFFICE 365 - PART 2

March 10 | 9 AM - 5 PM

## PROJECT MANAGEMENT WORKSHOP

March 13 & 15 | 9 AM - 12 PM

## HR BRIEFING: ADA REASONABLE ACCOMMODATIONS & THE PROCESS

March 14 | 8:30 AM - 9:30 AM

## BLUEPRINT READING: LEVEL 2 (WITH GD&T)

March 15 & 17 | 8 AM - 12 PM

## THE SOFTER SIDE OF SAFETY: UNSPOKEN SKILLS

March 15 | 9 AM - 10:15 AM

## BUILDING AN EFFECTIVE SUPPLIER QUALITY SYSTEM

March 16 | 8 AM - 12 PM

## LEAN MANUFACTURING OVERVIEW

March 16 | 8 AM - 4:30 PM

## BUILD YOUR BENCH WITH REGISTERED APPRENTICESHIP FEATURING BAUSCH + LOMB

March 21 | 9 AM - 9:30 AM

## MICROSOFT ACCESS FOR OFFICE 365 - PART 3

March 22 | 9 AM - 5 PM

## GET GOING WITH QUICKBOOKS 2020 FOR WINDOWS

March 23 | 9 AM - 5 PM

## TOUR OF MACK STUDIOS

March 23 | 3 PM - 6 PM

## OSHA 10-HOUR:

March 29 & 30 | 8 AM - 2:45 PM

## TOUR OF BRIGGS & STRATTON

March 29 | 2:15 PM - 6 PM

## CYBERSECURITY SUMMIT

March 31 | 8:45 AM - 3 PM

To register for training or an event,  
visit [macny.org/events](https://macny.org/events) or scan the  
QR code.

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**MIKE FRAME** | Ext 59



Chief Member  
Engagement Officer  
**CINDY NAVE** | Ext 11



Chief Leadership Officer  
**DAVID FREUND**  
Ext 20



Chief Financial Officer  
**MARY ROWLAND**  
Ext 21



Chief Digital  
Officer  
**MARISA NORCROSS**  
Ext 60



Director of Energy &  
Corporate Services  
**CINDY OEHMIGEN**  
Ext 14



Director of Government  
Relations  
**MATT GEITNER**  
Ext 13



Member Engagement  
Manager  
**JUSTYNA VALENCIA**  
Ext 54



Training Coordinator  
**KELLY HYLAND**  
Ext 51



Accounting & Benefits  
Manager  
**PATTY CLARK**  
Ext 10



Marketing &  
Communications Manager  
**MARISSA BECK**  
Ext 53



Marketing &  
Communications Manager  
**DEB TILTON**  
Ext 19



Finance & Contracts  
Administration Specialist  
**AMANDA RICE**  
Ext 57



Director of Apprenticeship  
& Workforce Development  
**AMY STAGE**  
Ext 58



Manager of Apprenticeship  
& Workforce Development  
**COLLEEN BLAGG**  
Ext 61



Senior Workforce  
Development Specialist  
**EILEEN DONOVAN**  
Ext 22



Workforce Development  
Specialist  
**SAMANTHA WESSING**  
Ext 18



Workforce Development  
Program Manager - *Military  
and Veteran Services*  
**PATRICK LANGAN** | Ext 56



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**TANYA M. EASTMAN, Ed. D.**  
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Manager, Partners for  
Education & Business, Inc.  
**EMILY LANGAN**  
Ext 12



Workforce Development  
Specialist, PEB  
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Workforce Development  
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